



The Priory School, Hitchin

Excellence in education, for every young person, every day

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Headteacher: Mr M. Blayney MEd (Cantab)

12th June 2026

Dear Parent/Carer,

Ref: How we deal with bullying at TPSH

I hope this letter finds you and your family well despite the wet June weather we have had so far. Today, I am writing to inform you of an update regarding the ways in which we deal with bullying in our school.

At TPSH, we have always taken our duty to provide a safe and positive learning environment very seriously. We have an Anti-Bullying policy and have addressed concerns whenever they have emerged or been communicated with us.

That being said, some recent student and parent feedback has indicated that sometimes it is unclear how we approach these concerns and what steps take place once we have received a report of bullying. Furthermore, some students have indicated that they would appreciate an additional method of reporting that enables them to share concerns without speaking directly to a member of staff in the first instance. Sometimes speaking directly to a member of staff can be somewhat daunting for students to do during the heavily timetabled school day.

In light of this feedback, I am pleased to announce that last week I delivered assemblies to every year group focussed on our new **Ladder of Consequences** and **Peer Postcard**. Our Ladder of Consequences clearly outlines the steps we take when bullying is reported to us. This poster is now on display in every form room and in prominent places around the school. It also reinforces our community commitment to 'no bystanders' when bullying takes place.

In addition to this, our new Peer Postcard provides students with the opportunity to report concerns about themselves or their friends in writing. These postcards are located in the school library with a view to giving students a quiet place to write down what they are worried about. Your child will also have the option to share concerns about their friends anonymously if they wish. Once students have completed their Peer Postcard, they can drop it in our designated post box which is checked regularly by colleagues in the pastoral team and actioned.

We are sometimes made aware of behaviour between students that is unacceptable, but falls short of the threshold for it to be defined as 'bullying'. In our conversations in school and with students, we refer to this as 'unkind behaviour'. This is still taken very seriously and we will do our best to support students to resolve these issues, but we wanted to make you aware of the language we try to use in these instances. In line with UK government guidance, we define bullying as *'Any repeated behaviour which is reasonably perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenceless'*.

I very much hope that these measures reinforce to students our commitment to them that we take all incidents of bullying seriously at TPSH. If you are concerned that your child is being bullied, please encourage them to speak with an adult in school whom they trust or to complete a Peer Postcard. I include copies of our Ladder of Consequences and Peer Postcard below for your reference.

Thank you for your continued support in helping us address bullying wherever it arises.

Yours sincerely,

Matt Blayney
Headteacher



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How is bullying dealt with at our school?

At The Priory School, we believe that everyone deserves the right to access their education without fear of bullying or harassment. In line with our core values of Responsibility, Respect, and Resilience, we take all reports of bullying incredibly seriously. Once reported, we deal with any case of bullying using our ladder of consequences.

Bullying is repeated and deliberately hurtful behaviour intended to hurt, intimidate, or isolate.

Why do some people bully?

Anger, jealousy, fear, insecurity, or unhappiness.

You can report bullying to a trusted adult in school or confidentially via our 'Peer Postcard'. You can find these in the library.

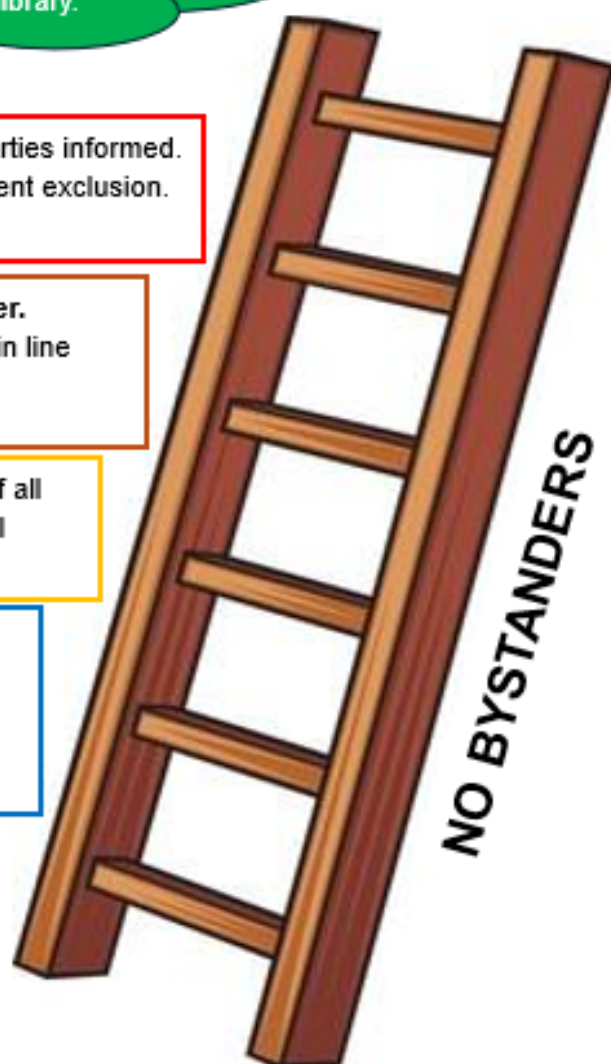
Step 5: Intervention by Headteacher. Parents of all parties informed. Possible Police involvement and suspension or permanent exclusion.

Step 4: Intervention by Assistant/Deputy Headteacher. Parents of all parties informed and sanctions escalated in line with school behaviour policy.

Step 3: Intervention by Head of Key Stage. Parents of all parties informed and sanctions issued in line with school behaviour policy.

Step 2: Intervention by Head of Year. Parents of all parties informed and restorative justice explored as a possible solution. This might include letter of apology, end of friendship agreement or a face-to-face meeting.

Step 1: Intervention by Teacher or Form Tutor. Once the threshold for bullying has been met. Head of Year notified and bullying logged. Parents of all parties informed and verbal warning given.



The Peer Postcard



The Priory School, Hitchin Peer Postcard

At The Priory School, Hitchin (TPSH), we take our responsibility to safeguard all members of our community very seriously. If you, or someone you know, is experiencing bullying, harassment, or unkindness, please report this to us in person or use this Peer Postcard.

Your name: _____ (if you wish to remain anonymous, you can leave this section blank),

Who are you worried about? _____ **What form group are they in?** _____

What are you worried about? (Please tick the relevant box):

Bullying/Harassment ☐ Safeguarding concern ☐ Something else ☐

Please provide as much detail as you can:

School staff: Viewed ☐ Actioned ☐ Incident logged ☐ **Date:** _____ **Staff member:** _____