



# **ANTI-BULLYING POLICY**

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Preventing and Tackling Bullying (October 2014),

Online abuse and bullying prevention guide (March 2015) Equality Act 2010 (May 2014)



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## 1. Aims

Brewood School is committed to providing a caring, friendly and safe environment for all of our pupils, so that they can learn in a secure atmosphere.

Bullying of any kind is unacceptable in Brewood School. If bullying does occur, all pupils should feel able to tell staff and should be confident that incidents will be dealt with promptly and effectively. All staff have a responsibility to take any suspicion or disclosure of bullying seriously, no matter what the details or provenance, and should respond immediately.

Everyone at Brewood School has:

- the right to feel and be safe physically and emotionally
- the right to be treated fairly, politely and with respect
- the right to have a positive, happy and safe environment.

Everyone at Brewood School has the responsibility to:

- care for and respect everyone
- to break the silence on bullying or any form of abuse

These rights and responsibilities are on display at Brewood School, and staff and pupils can refer to them at any time.

All staff should have an understanding of what bullying is.

All staff should know what the Brewood School policy on bullying is and should follow it when bullying is reported.

All pupils and their parents/carers should know what the Brewood School policy is on bullying and what they should do if bullying arises.

All pupils and their parents/carers should be assured that the Brewood School takes bullying seriously and that they will be supported when bullying is reported.

All pupils at Brewood School should feel able to tell a member of staff when they have experienced or seen bullying, knowing that the actions taken will not only be prompt but sensitive to their concerns.

All outside agencies, such as the police, social services and health professionals are consulted and their help enlisted where and when appropriate

## 2. What is Bullying?

Bullying is the use of aggression with the intention of hurting another person physically or emotionally. Bullying is usually persistent and can take many forms:

- Emotional: Being unfriendly, excluding from peer groups, and tormenting i.e. hiding possessions.
- Physical: Pushing, kicking, hitting, other kinds of violence.
- Racist: Racial; taunts, graffiti, gestures, name calling.
- Sexual: Sexual harassment (unwanted physical contact), sexual abuse/demeaning comments.
- Homophobic: Because of or focussing on the issue of sexuality.
- Verbal: Name calling, sarcasm, spreading rumours, teasing, threatening, intimidating.
- Non-Verbal: Staring someone out, laughing at someone as a group.
- Cyber: All inappropriate use of the internet or other forms of communication technology i.e. phones to send threatening messages, spread rumours, name call etc.

What are the signs of Bullying?

Staff and parents should be aware of when a child is possibly the victim of a bully. Signs may include:

- Frightened to walk to and from school.
- Doesn't want to use school transport.
- Begs to be driven to school.
- Changes the usual route to school.
- Is unwilling to go to school (school phobic).
- Begins to truant.
- Frequently complaining of being unwell both at home and at school.
- Becomes isolated and withdrawn.
- Begins to do poorly in school.
- Has clothing and belongings that get damaged or go missing.
- Has physical bruising or other evidence of assault.
- Has money that is frequently 'lost'.
- Refuses to attend particular lessons.
- Hangs round a particular member of staff or stays in the classroom at breaks and after the end of the day till certain people have gone home.
- Becomes aggressive or unreasonable.
- Stops eating.
- Runs away or threatens self harm.
- Gives improbable excuses for any of the above.

These signs and behaviours could have other causes, but bullying should be considered a possibility and should be investigated.

### 3. Dealing with Bullying:

#### 3.1 Prevention and Education.

Brewood School is not completely free from bullying; were the school to believe this, the pupils here would be at risk of harm.

Bullying happens in all walks of life and it is Brewood School's responsibility to ensure that it is as safe as can be for all members of its community.

The following strategies should be in place to ensure that the correct ethos towards bullying is established and that pupils are prepared and can act confidently should bullying occur:

- Brewood School's policy on bullying is known to parents, carers, staff and pupils. This should be reviewed and re-issued annually.
- All staff, pupils, parents and carers know what to do if bullying occurs. A simplified 'code' of actions should be issued to pupils.
- All pupils should know that bullying is totally unacceptable at Brewood School. They should also know that if they are bullied it is not their fault. Pupils should be encouraged to tell, even if they are not personally involved. These messages should form part of the PSHCE programme and should be reinforced in assemblies and on other appropriate occasions.
- All staff should be trained on how to deal with bullying or suspicions of bullying.
- The PSHCE programme should include opportunities for pupils to discuss bullying and to explore feelings and attitudes.
- Staff should be aware of potential difficulties between pupils and take them into consideration in seating plans and general classroom management.
- Staff on duty during social breaks should patrol regularly areas of the site where bullying might go on undetected.
- Brewood School should provide 'quiet' areas which are supervised at breaks and lunchtimes so that nervous or vulnerable pupils can go somewhere they feel completely safe.
- Brewood School's induction programme for pupils should be used to support vulnerable pupils and help them to settle in.

#### 3.2 What parents/carers should do

All parents/carers should be made aware of the Brewood School's policy when their child joins and reminded of it at appropriate times. In addition, parents/carers should be reminded through Brewood School communications that if they think their child is being bullied they should:

- Reassure the child. It is not their fault and the matter will be dealt with sensitively. The child has done the correct thing in 'telling'.
- Contact the Pastoral Manager in the first instance or another member of the SLT.

### 3.3 What pupils should do

Pupils should be regularly reminded that the Brewood School will not tolerate bullying and that if it occurs they should:

- Tell someone immediately, at home or at school, even if they are not personally being bullied but have seen it happening to others.
- Use 'safe' areas at school during break times until the matter comes to the attention of an adult.

### 3.4 What Brewood School staff should do

If a pupil discloses bullying to a member of staff they should deal with the matter immediately. The child may have worried over their problem for some time and will want it to be dealt with quickly.

Staff should take all disclosures seriously, even if, as adults, they do not think the incidents described are 'real' bullying or very serious. Staff should remember that children have a very different perception of what may or may not be serious.

Staff should be aware that insensitive handling of a bullying incident might result in more not less difficulty for the victim. If staff are unsure how to proceed they should always take advice.

Different circumstances may require different approaches but usually will include the following:

- Both the victim and the bully/bullies will be interviewed and counselled by an appropriate member of staff. Discussions will be had with and/or letters will be sent to the parents/carers of both parties.
- The victim should be given a 'safe haven' if required for break times until the matter is resolved and coping strategies for the short term.
- The consequences of further aggression by the bully, if substantiated, should be made clear and the actions that Brewood School will enforce should be outlined. The 'bully' should give some undertaking of how he/she can improve the situation.
- Where appropriate the two parties should be supported in meeting face to face to discuss the situation and how it may be resolved.
- Both 'victim' and 'bully' should record in writing their view of events.
- The member of staff should make a written record for the Pastoral Manager

### 3.5 If the problem persists

- Both sets of parents/carers should be seen at Brewood School. A strategy to move forward will be discussed separately. At this point external support or advice may be considered.
- Contracts should be drawn up with the pupils and parents agreeing to the course of action.

If the situation is still not resolved at this stage the matter would then become subject to more serious actions by the school e.g. off site provision or exclusion for a fixed period.

At all times, staff dealing with bullying incidents should ensure that:

- Parents/carers are fully involved and informed of the actions Brewood School has taken.
- Written records are kept of meetings, decisions and actions.
- Pupils are monitored i.e. by daily report during the reconciliation period.
- The 'victim' is never isolated from lessons because of the potential actions of others.



#### **4 MORE INFORMATION**

This Anti-Bullying policy has reference to DfE guidance for schools to follow, [Preventing and Tackling Bullying Advice](#) (November 2017), [Cyberbullying Advice](#) (November 2014) as well as the Equality Act 2010 (May 2014). This policy covers all aspects of bullying, including cyber bullying and extremism.

This policy should be read in conjunction with the Behaviour and Safeguarding policies.