



Anti-bullying Policy

This policy has been agreed by the Board of Governors on the 21th March 2024 and will be reviewed every three years.

Review date – January 2027

Anti-bullying Policy

‘WE ARE A TELLING SCHOOL’

All members of the Brook Green Centre for Learning community are committed to **CHALLENGING, MANAGING, RESOLVING** and **REPORTING** all forms of bullying and harassment. It is the right of everyone to work, study and play without fear of bullying or harassment. These types of behaviour prevent students from progressing and achieving at school and must not be tolerated.

As a **TELLING SCHOOL**, we are all responsible as individuals, both students and staff for reporting any bullying we know about or see to ensure that everyone in our school community is safe. All students are encouraged to report incidents so that even if the victim is too frightened to say anything the bully will know they cannot get away with bullying behaviour because someone will tell.

In order to minimise the occurrence of bullying issues it is essential that all staff, students, parents/carers and Governors are clear about our Anti-bullying policy and that it is followed in school making effective use of school systems as described. This policy should be read alongside the following policies:

- Safeguarding and Child Protection
- Behaviour and Relationships
- Online Safety
- Equality
- RSE
- PSHEE and Citizenship

Statement of Intent

Brook Green Centre for Learning is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately. A clear account of the incident will be recorded on SLEUTH and will be actioned appropriately by the most relevant adult. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

This policy reflects our understanding of the complex needs of our young people and how this can affect their ability to self-regulate and manage their behaviour positively - it underpins our behaviour principles.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At Brook Green Centre for Learning, our definition of bullying is:

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online' (Anti-Bullying Alliance)

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer-term impact on students. Bullying impacts on students' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement in school and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Students who bully need to learn different ways of behaving.



National research has shown that some groups of students are particularly vulnerable to bullying these include students with SEND, looked after children, students from minority ethnic groups or faiths, young carers, LGBTQ+ students and those perceived to be LGBTQ+.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality

- Transphobic – because of gender identity or perceived gender identity

Signs and Symptoms

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Changes their usual routine
- Is unwilling to go to school (school-phobic)
- Becomes withdrawn anxious, or lacking in confidence starts stammering
- Cries themselves to sleep at night or has nightmares feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or 'go missing'
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

This is not an exhaustive list. These signs and behaviour could indicate other problems, but bullying should be considered a possibility and should be investigated.

Reporting bullying

In our school students are encouraged to talk to staff when they are unhappy or have concerns. Students in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Students are encouraged to report bullying to a trusted adult, their Tutor or TLA. Students are also taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

When students report their concerns, our staff are trained to **LISTEN** and to **BELIEVE**. We involve students as far as possible in finding solutions.

Procedures for parents

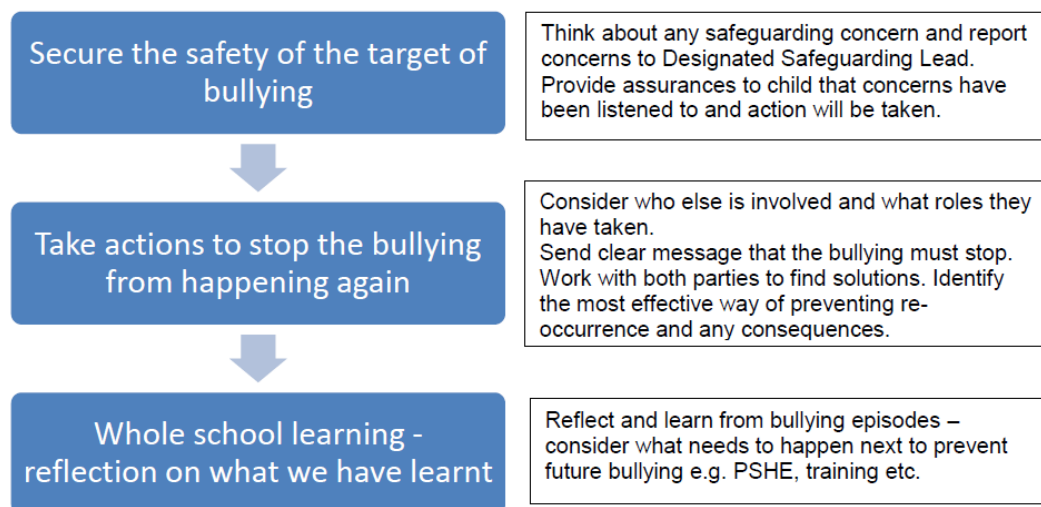
If a parent has any concerns about their child they should speak to their tutor immediately. The Headteacher is always informed of any bullying concerns and monitors the situation carefully. If a parent feels unable to talk to the tutor, they can make an appointment to speak directly with the Key Stage Lead who is a member of the Senior Leadership Team.

The school will work with both the student and the parent/s to ensure that any bullying is stopped and that support is given where needed. Parents should not confront the bully or their parents, this can complicate the situation and distress the student. The school will deal directly with all students involved and their parents directly and parents will be kept informed of any actions the school is taking.

If parents feel that their concern has not been dealt with appropriately they should follow the schools Complaints policy.

All members of the school community, including students, staff, parents and governors, are expected to treat everyone with dignity respect at all times.

Responding to Bullying



Outcomes

- The school will investigate the incident.
 - The student displaying bullying behaviour will be asked to genuinely apologise. Other consequences such as (a) an apology letter or (b) a written contract may be required.
 - The school will aim to sort out differences and encourage the students to reconcile.
 - In serious cases, parents will be informed in writing and suspension or even exclusion will be considered.
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- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place and it will be considered that the incident/incidents are closed. The school strongly believes that all students can be bullied or a bully and as such all parties once an issue has been addressed should be allowed to move on from the issue at hand.

We monitor and review all bullying incidents to determine any patterns or trends that may require further action.

On a regular basis we give students the opportunity to feedback on how safe and happy they feel at school, we do this through student surveys and School Council meetings.

All staff are required to report bullying and prejudice-based incidents. This should be completed as soon as possible and recorded on SLEUTH.

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy
- Using assemblies, tutor time and curriculum time to ensure that students understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all students, staff and parents/carers understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional interventions, discussion time and peer mediation for example
- Secure the safety of the target of bullying
- Take actions to stop the bullying from happening again
- Whole school learning - reflection on what we have learnt
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead (DSL)
- Provide assurances to the student/s that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying must stop.
- Work with both parties to find solutions
- Identify the most effective way of preventing reoccurrence and any consequences.
- Reflect and learn from bullying episodes - consider what needs to happen next to prevent future bullying e.g. PSHEE, training etc.
- Raising awareness of online bullying through regular online safety lessons.
- Adopting a social model approach to bullying - diversity is valued and everyone is included in our school.
- Focussed work with individuals and groups of students were required to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant)
- Ensuring staff on duty are trained have a range of activities at breaktimes / lunchtime to promote positive play / engagement
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Helpful organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: [Preventing and Tackling Bullying](#) (2017)
- DfE: [No health without mental health](#) (2011)
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk / 020 7823 5430
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk / 0808 800 5000
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk / 0808 802 5544
- Young Carers: www.youngcarers.net

Cyberbullying

- NSPCC www.net-aware.org.uk
- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- DfE: [Cyber bullying: Advice for headteachers and school staff](#)
- DfE: [Advice for parents and carers on cyber bullying](#)

LGBTQ+

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: [Special Education Needs and Disability code of practice](#) (last updated 2020)

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srrc.org/educational

Monitoring and evaluation

This policy has been developed and implemented in consultation with the whole school community including students, parents/carers, staff, governors and partner agencies. It was written with reference to the law and statutory guidance with respect to bullying (*Appendix 1*)

The Key Stage Leads will regularly review bullying data and trends to see if this policy needs amending. The pastoral team will regularly evaluate and update their approach to bullying to take into account the developments in technology.

This policy will be reviewed by governors every three years.

APPENDIX 1

The Equality Act 2010

Under the Equality Act 2010, new duties on schools and other public bodies came into force from April 2011. The Act strengthens and simplifies existing equality legislation. The Act brings together existing duties not to discriminate on grounds of race, disability and gender which schools are already bound to comply with, and it extends these to include duties not to discriminate on the grounds of age, sexual orientation, religion or belief, or gender re-assignment. It places a requirement on governing bodies and proprietors of schools to eliminate discrimination and promote equal opportunities.

Safeguarding Children and Young People

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the student who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

Criminal Law

Although bullying is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.