



Anti-Bullying Policy

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1 Context

Bullying is a complex issue, which we address in school. We seek to foster mutual respect and create a safe, caring community, where members feel free to voice their concerns.

2 Definition

Definition of bullying:

‘Aggressive or insulting behaviour that is deliberate, repeated over a period of time, that has the intention of causing distress or harm or to humiliate.’

Another feature of bullying is that it is often difficult for those being bullied to defend themselves.

3 Types of bullying

Bullying takes many forms, in particular:

- Physical bullying; pushing, hitting, taking or abusing personal belongings, using threatening gestures
- Verbal bullying: name-calling, making offensive remarks, teasing, taunting, intimidation, racist remarks, sexist remarks, homophobic remarks.
- Indirect bullying: exclusion from social groups, spreading malicious gossip, using social media* or hand-written notes in a malicious way, personally offensive graffiti

Bullying through social media is classed as cyberbullying:

Use of a mobile phone, games console, social networking site, instant messenger program or email to send abusive emails, texts or comments or to circulate images or videos online without consent.

Prevention of cyberbullying is covered in the Online Safety Policy.

If an individual considers themselves to have been bullied, this may have a negative impact on their emotional well-being, which can perpetuate the fear of a further perceived or real incident and thus will need to be dealt with as soon as possible.

Bullying is an abuse of power

Particular students and young people are more vulnerable to experiencing bullying, including looked after students, students in foster care, travellers, students with a disability, students with SEN, students from different cultures and races (i.e., racist bullying) and students with a different sexual orientation (i.e., homophobic bullying)

4 Ethos

At Breckland School, we believe in equality of opportunity and the following ethos:

- Nurturing and developing potential to the full
- Developing compassionate, thinking and concerned citizens
- All-round achievement and success

- Enabling fulfilment in life after school
- Providing a foundation for lifelong learning

Our ethos is based on the following values:

Challenge, support, trust, integrity, respect, equality of opportunity, collaboration, celebration, and a 'can do' attitude.

5 Equality of Opportunity:

Any behaviour, which undervalues a person for reasons such as culture, ethnic origin, appearance, religion, gender.

6 Recognising bullying:

- All staff must be alert to the signs of bullying and act promptly in accordance with Breckland School policy.
- Students who are being bullied may show changes in behaviour, such as becoming shy, nervous, withdrawn, feigning illness, taking unusual absences or clinging to adults. There may also be changes in work patterns, for example poor concentration and poor performance.

7 Aims

We aim to prevent and deal with any behaviour deemed as bullying, and to promote an ethos where bullying is regarded as unacceptable, so that a safe and secure environment is created for everyone.

This can be achieved by:

- Raising awareness of, and defining bullying by running year group assemblies devoted to anti-bullying as well as gaining an understanding as to why some students bully
- Positive action to prevent bullying within the scheme of work for PSHE and opportunities within other curriculum areas
- Development of a consistent response to any bullying incidents of which the school is aware
- Provision of support for all members of the school community who may be involved in a bullying situation
- Developing and supporting home, school and community partnerships
- We will raise the profile of anti-bullying by tying into the annual anti-bullying week campaign
- We will provide training for staff to help them to recognise the signs of bullying and on how to deal with bullying effectively
- We will aim to deal swiftly, sensitively and effectively with instances of bullying that occur

8 Procedures for Reporting and Responding to Bullying

When a bullying incident occurs and we have been made aware, we will investigate and support.

The following core principles will apply:

- Any student who is being bullied is encouraged to tell a member of staff in person or via the dedicated report bullying email address (reportbullying@brecklandschool.co.uk) or mobile number 07938975276
- The member of staff must record details so that steps can be taken to stop the bullying
- If a parent/carers or friend is informed, we ask that it is reported to the Mentor or Achievement Leader
- The student is involved in the discussion of the incident and a statement taken
- Records are completed for all incidents
- Regular communication takes place with parents/carers

We view bullying as a discipline issue which should be dealt with through the Breckland School Behaviour for Learning system and is referred to in the Breckland School Behaviour Policy.

Bullying is regarded as a serious issue and sanctions will be implemented for any student known to have bullied another student or group of students. This may include a period of isolation or a fixed term exclusion. Parents/carers will be informed and we may also have to make the PCSO aware.

9 Strategies for the Prevention and Reduction of Bullying

- Delivery of high quality teaching and the promotion of positive learning environment
- PSHE curriculum (lessons and mentor time)
- Co-operative group-work
- Peer support
- Mediation by adults
- Whole school and whole year group activities
- Use of outside agencies to present assemblies and lead workshops

10 Staff Guidance:

- Take the issue seriously
- Listen attentively and sensitively
- Praise the student for telling somebody
- Listen to the version of events offered by both the perpetrator and the victim
- Offer support to the victim, including access to counselling if appropriate
- Sanction the bully in accordance with the Behaviour for Learning system
- Ensure the bully is aware of the consequences of repeat offending
- Inform all relevant stakeholders (mentor, year coordinator, parents/carers)
- Complete the 'Incident of Bullying / Peer on Peer Abuse Reporting Form' (Appendix 1)

11 Student Guidance:

- Make a stand against bullying but do not become aggressive or violent
- Do not suffer in silence - tell a member of staff
- Be kind and offer support if you know someone who is being bullied – tell somebody
- Make sure you are clear about what is bullying and what is not bullying

12 Monitoring Bullying at Breckland School

We will maintain up-to-date records of all incidents of bullying. We also collect information which enables us to gauge the extent to which bullying is taking place. Data is collected primarily through student, staff and parent surveys.

We are confident that bullying is very rare at Breckland School. We use the following success indicators:

- Willingness to report incidents of bullying
- High levels of attendance and achievement
- Reduced bullying incidents
- Reduced fixed term and permanent exclusions for bullying
- Students' perceptions that the school is prepared to take action against bullies

Appendix 1 Incident of Bullying Reporting Form

Incident of Bullying / Peer on Peer Abuse Reporting Form

Date _____ Name of person reporting the incident _____

Person completing this form _____

Perpetrator _____

Victim _____

Mentor _____

Mentor _____

Gender _____

Gender _____

Ethnicity _____

Ethnicity _____

Type of incident (please circle all that apply)

Physical

Verbal

Indirect

Gender

Homophobic

Racist

SEND

Brief outline of the incident (continue overleaf if necessary)

Actions taken (to be completed by the person dealing with the incident, circle all that apply)

Name of the person dealing with the incident _____

Discussion with the perpetrator

Discussion with the victim

Discussion with both parties together

Discussion with parents

Letter to parents

Parental interview

Counselling organised

Other (details)

What sanctions have been applied?

A copy of this form should be placed on the student file and a copy placed on the child-on-child abuse file located on CPOMS.