



BRADFIELD SCHOOL

POLICY AND PRACTICE

Anti-Bullying Policy

Reviewed: February 2017

ANTI-BULLYING POLICY

DEFINITION OF BULLYING

Bullying behaviour is deliberate and repeated aggression, verbal, psychological or physical, conducted by an individual or group against any person.

Bullying may take the forms of verbal bullying (attacks of a highly personal or sexual nature, which may be directed at a student's family, culture, race or religion, or the spreading of malicious rumours), physical bullying, gesture bullying (non-verbal threatening gestures which convey intimidatory or frightening messages), isolation, exclusion, extortion (demands for money, possessions or equipment, or forcing a student to steal), intentional diminishment, or cyber-bullying (the use of web-pages, e-mails and especially text messages to abuse, intimidate, humiliate or attack a student).

Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with the school's code of behaviour.

However, in the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour.

It is not bullying when:

- Students of about the same age and strength have the occasional quarrel or conflict.
- A member of staff offers constructive or fair criticism of a student's behaviour or work performance.

For the purposes of this policy, the term bullying encompasses harassment and sexual harassment, defined as follows:

- **Harassment:** any form of unwanted conduct in relation to any of the nine grounds named in the equality legislation that has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading or offensive environment for the victim.
- **Sexual harassment:** any form of unwanted verbal, non-verbal or physical conduct of a sexual nature that has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading or offensive environment for the victim.

All members of the school community, including external facilitators, are subject to this code, particularly the following relationships:

- Student to Student.
- Student to any Staff member.
- Staff member to Student.
- Parent to Staff member.
- Staff member to Parent.
- Staff member to Staff member.

AIMS OF POLICY

- This anti-bullying policy sets out, in writing, the framework within which the whole school community of Bradfield School manages issues relating to bullying and the school's strategy to prevent bullying behaviour.
- Parents and pupils have a particularly important role and responsibility in helping the school to prevent and address school-based bullying behaviour and to deal with any negative impact within school of bullying behaviour that occurs elsewhere
- Through implementation of this policy, we aim to contribute to the creation of a safe and secure school environment within which individuals may develop without fear, intimidation and discrimination. Each individual is respected and seen to be important.

POLICY INTO PRACTICE

In order to prevent bullying:

- We will include in our personal development programme* an emphasis on the importance of positive social relationships, including the development of relationship skills which encourage children to behave in a socially responsible way.
- We will use teaching and learning strategies which:
 - Develop children's self-esteem and their abilities to be assertive;
 - Enable children to develop social skills and relationship skills;
 - Give children the opportunity to behave in a socially responsible way.
- We will include in our Year 7 PSHE programme specific sections on bullying.
- We will not use bullying behaviour to control students but will be assertive in our relationships with both adults and students.
- In our everyday activities we will be vigilant in attempting to detect bullying. We will ensure that playground, corridors, toilets and other hidden corners are regularly patrolled.
- We will inform parents and students that we will not tolerate bullying.
- We will encourage students (both bullied and 'observers') and parents to tell us about incidents of bullying.
- We will refer to our policy in the school prospectus and the students' school planner.
- We will continue to reinforce our policy in assemblies, through tutor time, through the use of visual display throughout the school and in communications with parents.
- We will involve all staff, including support staff, in the discussions of, and implementation of this policy.

Advice on action when dealing with incidents of bullying

In all cases:

- Take allegations of bullying seriously and find out the facts when told about an incident of bullying, using professional discretion.
- Offer the victim immediate support and put the school's procedures** into action.
- If preliminary investigations suggest it is a case of bullying as defined, pass information about an incident on to either the appropriate Pastoral Leader or, in cases of obvious severity, to a member of the Senior Leadership Team.

The manager receiving the information will take the following action:

- Meet with the bully(ies) and bullied separately.
- Ensure that the bullied student(s) statement is recorded in writing. Reassure the victim(s). Don't make them feel inadequate or foolish. Offer concrete help or advice.
- Ensure that the bully(ies) statement is recorded in writing.
- Record the discussion with both parties in writing.

Following investigation:

- The investigating manager will make clear to the bully(ies) the unacceptable nature of the behaviour and the consequence of any repetition.
- Action may include a number of disciplinary measures, e.g. reprimand or detention, but the minimum action will be that parents will be contacted by the investigating manager and a report will be placed in the bully's file.
- If necessary a bully will be excluded from school by the Headteacher.
- Where necessary outside agencies will be called in.

NOTE:

*Personal development is a whole school issue which is promoted through experiences such as registration and tutor period, assemblies and lessons as well as through the informal curriculum.

**It may be that the nature of the bullying is a child protection issue, in which case the child protection policy and procedures should be implemented.