



Anti-Bullying Procedure

Aims

The aim of our Anti-Bullying Procedure is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all students should be able to report and know that incidents will be dealt with promptly and effectively. We promote a reporting culture and anyone who knows that bullying is happening is expected to tell members of teaching staff.

Bradon Forest School recognises that there is no sure or single solution to the problem of bullying, however, we aim:

- To promote a safe and positive environment (in school and if applicable, on the school bus) free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a programme of activities delivered through a range of mediums to include, assemblies, tutor activities, Anti-Bullying Week, collaboration with the Anti-Bullying Alliance and Personal Development.
- To show commitment to overcoming bullying by using a range of strategies including restorative conversations, escalation, through our behavioural consequences.
- To inform students and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make all staff aware of their role in fostering the knowledge and attitude which will be required to achieve the above aims, through staff awareness of the ethos and values of the school in supporting our Anti-Bullying Procedure.
- To empower students so that they feel able to report bullying and to support friends and other students who are vulnerable.

Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Students are taught in Personal Development that instances are considered bullying if they happen STOP: Several Times on Purpose.

Bullying includes any of the following types (although these examples are not exclusive):

- Physical: hitting, pushing, kicking, tripping up, punching, spitting, threats, being touched against one's will.
- Verbal: name calling, teasing, taunting, insulting families, unkind remarks about someone's protected characteristics, making fun of others, whispered comments, spreading nasty or false rumours, unkind comments about personal appearance, school achievements, disabilities.
- Emotional/silent: deliberate exclusion from social groups, damage to belongings, stalking, rude gestures, ignoring, being sent unpleasant notes or made the subject of graffiti, incitement of others to become involved in bullying.



- Technological (Cyber Bullying): offensive/threatening messages either by text or through social networking sites.

Bullying can also be:

- Racist: racial taunts, graffiti, gestures.
- Sexual: unwanted physical contact or sexually abusive comments.
- Homophobic, biphobic or transphobic (HBT bullying): because of another student's sexuality
- Ableist: discriminating against a student in relation to disability or neurodiversity

We are aware of some of the effects that bullying can have on young people:

Students who are being bullied may show changes in behaviour, such as being shy and nervous, feigning illness and possibly missing classes.

There may be evidence of changes in work patterns, lacking in focus or concentration and possible truanting from school. Bullying has adverse effects on attendance and therefore students are always encouraged to report bullying in school.

Teaching Staff

When teaching staff are alerted to or recognise the signs of bullying, they are expected to act promptly in accordance with school procedure by referring incidences to the Tutor and Heads of Year and parents can report incidents to members of teaching staff or Student Support Assistant. This is an email that can be generated whether in school or at home to a member of the Key Stage 3 or Key Stage 4 team accordingly. This will be then read and addressed. Students can speak to any member of staff regarding their concerns and these will be passed on to members of the Pastoral Team, ie Tutor, Student Support Assistants and Heads of Year for further action.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with swiftly by members of teaching staff liaising with colleagues within the Pastoral Team.
- Students concerned are likely to be interviewed and statements taken from the students involved as deemed appropriate.
- Incidents will be investigated and recorded where appropriate on the school's peer on peer abuse log.
- Tutors and Heads of Year will be kept informed of the progress of any investigations of bullying.
- Sanctions will be used as appropriate and in line with the school Behaviour for Learning Procedure in dealing with such matters.
- Repeated incidents or failure to adhere to the anti-bullying policy will result in escalation of consequences for the students involved.

Students

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of teaching staff or pastoral support; information shared is treated both seriously and discreetly.



- Reassurance that student concerns will be dealt with swiftly and taken seriously.
- Year 10 Prefects act as buddies for Year 7 students.
- Year Council Representatives regularly discuss whole school matters, and this includes tackling the aspect of bullying.
- Anti-Bullying Student Leaders whose roles include promoting the school's Anti-Bullying policy, liaising, supporting and working with relevant staff members, planning and organising Anti-Bullying events and being available for students who wish to raise Anti-Bullying concerns
- A safe zone at break and lunchtime where necessary.
- Offering continuous support.
- Strategies for dealing with bullying.
- Attempting to restore and build self-esteem and confidence.
- Where appropriate further support can be provided by the School Counsellor and other agencies who work with the school in supporting students.

Related policies: Child Protection Procedure, Equalities Procedure.



Anti-Bullying Charter

All referrals made to a member of Bradon Forest School staff are treated seriously and discreetly.

What is Bullying?

Bullying is the repeated use of any behaviour intended to hurt another person, resulting in pain and/or distress.

There are many different forms of bullying including:

Emotional	being unfriendly, excluding, taunting or tormenting (eg hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti or gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Verbal	name calling, sarcasm, spreading rumours or teasing
Cyber	all areas of internet, such as email and internet Facebook misuse, mobile threats by text messaging and calls, misuse of associated technology, ie camera and video facilities.

Anti-Bullying Charters

We, as students, have the right to:

1. be free from bullying, in school
2. travel peacefully and in safety to and from school
3. express concerns to staff and parents and know that they will be treated seriously and confidentially
4. play a significant part in the development of anti-bullying strategies
5. be free from Cyber Bullying, Homophobic and Transphobic Bullying and Racial Bullying

We, as students, will:

1. report bullying whether we are the bystander or become aware of it
2. support friends and fellow students who are the victims of bullying
3. respect the well-being and property of other students

We, as parents, will

1. listen to the concerns of our sons and daughters
2. report a difficulty to the school however trivial the problem may seem to be
3. ensure that the school's actions have been effective

We, as staff, will

1. keep alert to the possibility of bullying
2. ensure that the bullies and the bullied are treated appropriately
3. give all students the confidence that they will be listened to, supported and helped

We, as governors, will

1. ensure that the Anti-Bullying Procedure is applied across the
2. review the procedure on an annual basis
3. receive a report on bullying from a member of the Leadership Team on an annual basis

Procedures

All incidents are dealt with independently and will be investigated thoroughly. All parties involved will be spoken to and appropriate action will be taken. Students will be dealt with in accordance with our Anti-Bullying and Behaviour for Learning Policies.