

# **The Bromfords School And Sixth Form College**



## **Anti-Bullying Policy**

## **Bullying**

### **Bullying will not be tolerated in The Bromfords School and Sixth Form College**

#### **Introduction**

This policy is produced because:

- Bullying Occurs. No school is immune and this must be recognised.
- Bullying itself is a serious matter causing considerable distress to individuals and their families.
- Research has shown that the single most important thing a school can do to prevent bullying is to have a clear policy which staff, students and parents are committed to.

#### **Aims**

- To provide a framework within which students, teachers and parents can work together to create a safe environment for all.
- To raise awareness among students and adult members of the community of the adverse effects of bullying.
- To develop a caring community in which every individual is seen to be unique and to promote tolerance of diversity.
- To create conditions in which all members of the community accept that they share responsibility for eliminating bullying.
- To counter the negative perception that nothing is done about bullying.
- To facilitate and develop a consistent approach where appropriate action is taken in every case.
- To provide guidelines for teachers on how to deal effectively with bullying in its overt and more subtle forms.

#### **Policy**

The policy is to prevent the occurrence of bullying:

1. To identify strategies to combat bullying wherever and whenever it occurs.
2. To establish a „whole staff awareness“ of the nature of bullying.
3. To make a clear statement, regularly repeated, to all students of the school policy on bullying.
4. To work within the curriculum by building the policy into normal teaching.

## What is Bullying?

**“Bullying is any behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenceless”.**

- Physical violence: kicking, pushing, punching, invasion of space.
- Name calling.
- Threats: to hurt someone or damage property.
- Excluding people from groups.
- Ignoring or not talking to people.
- Laughing at or ridiculing people.
- Inappropriate use of social media

## Bromfords Anti-bullying Code

### **Staff promise to:**

- Take reports of bullying seriously
- Deal sensitively and quickly with all bullying incidents
- Record all bullying incidents
- Support the victim(s) of any bullying
- Help those involved in bullying to understand its damaging effects

### **Students promise to always:**

- Report any bullying incidents ( inc cyber-bullying) to a member of staff in the school eg: your Tutor/Pastoral Manager/Anti-bullying Ambassador (room53)/someone you trust who will inform a member of staff
- Always treat others with the same respect as you would wish

**As a school community we promise to work together to create a school where bullying is NEVER tolerated and always tackled whenever it occurs.**

## Principles

Students are encouraged to report bullying.

A dedicated pastoral team are there to support students with concerns about bullying. Teachers can refer students to their pastoral manager or students can self-refer. Pastoral Managers are particularly alert to any concerns about bullying regarding vulnerable groups.

All reported incidents are logged and investigated.( see appendix A)

A range of sanctions including verbal warning, contacting home, detention, isolation and exclusion will be used to punish and deter bullying as appropriate. Advice and mediation are also employed. We also liaise with external agencies, such as CSS, who offer support for vulnerable groups and individuals.

Perpetrators will be helped to understand the impact of their actions and the potential for causing real distress and harm to their victim.

<b>COMPILED BY: MR M COULSON AND MRS L BRIFFAUT</b>	<b>ISSUE: 2</b>
<b>APPROVED BY:</b> _____ Chair of Safety, Behaviour and Attendance Committee  Date: May 2015	<b>REVIEW DATE: MAY 2017</b>

Appendix A

### Bullying Incident Form

Name.....Form.....

*(Student reporting)*

Name.....Form.....

*(Other student(s) involved)*

Date of Incident:..... Location and time of incident.....

Reported to.....

**Indicate type of incident(s)- please tick one or more boxes**

Verbal abuse	<input type="checkbox"/>	Isolation( including being ignored or left out)	<input type="checkbox"/>	Physical abuse	<input type="checkbox"/>
Having personal possessions taken/causing damage to personal property	<input type="checkbox"/>	Cyberbullying( including text messages,emails,social network sites	<input type="checkbox"/>	Being forced to hand over money	<input type="checkbox"/>
Being forced into something against their will	<input type="checkbox"/>	Spreading rumours/ nasty notes	<input type="checkbox"/>	Homophobic bullying	<input type="checkbox"/>
Other Please specify					

**Brief description of incident(s)**

**Advice given/action taken by member of staff who logged this complaint**

Date parents/carers have been informed.....

Informed by phone/email/letter

Date parents/carers of other students informed.....

Informed by phone/email/letter

**Signed to acknowledge that action discussed and agreed by member of staff and student**

Name.....Signed.....Date.....

Name.....Signed.....Date.....

**Restorative process**

<p>Names of people present:</p> <p>Date:</p> <p>Brief description of process and outcome</p>
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Signed in agreement to the restorative process discussed ( incl staff present)

Name.....Signed.....Date.....

Name.....Signed.....Date.....

Name.....Signed.....Date.....

Date parents/carers of student reporting .....

Informed by phone/email/letter

Date parents/carers of other student(s) involved .....

Informed by phone/email/letter

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Reviewed: September 2013

Next Review: July 2015