

BROCKINGTON COLLEGE



Anti Bullying Policy

Brockington College, a Church of England Academy, has at its heart a distinctive Christian ethos. Based on our Christian foundation and values we seek to promote a culture of developing every person and therefore every school policy is written from this perspective, with a commitment to learning and maturing in the context of communal and individual development. We lay particular stress on the Christian values of perseverance, learning, wisdom, justice, koinonia, forgiveness and compassion for individuals and across the school community.

Signature: Date:

Printed Name: Position:

Date of Review	October 2016
Next Review	October 2018
Approval By	Pupil Development, Behaviour & Welfare Committee
Review Frequency	Two Yearly

BROCKINGTON COLLEGE ANTI BULLYING POLICY

Rationale

All members of the school community deserve the right to feel valued, equal and respected, and be able to come to school without fear. Bullying in any form will not be tolerated within Brockington College. This includes any member of the school community (staff, students, parents, carers, governors and visitors). Brockington College is committed to the creation of positive and safe learning environments. We aim to foster an atmosphere where seeking help is viewed positively and all know where to access help.

Definition of bullying:

Bullying can be defined as an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person.

Unfortunately bullying is present to a greater or lesser extent in all institutions. Bullying has a serious effect upon a student's self esteem and their emotional and mental health, which in turn, prevents them from developing their full potential and can seriously affect their life chances.

Bullying can be:

Physical	hitting, kicking, stealing or hiding belongings, extortion, sexual assault
Verbal	name-calling, insults, offensive or sexual remarks, Threatening language
Relational	social exclusion, spreading rumours or stories, graffiti, defacing property, displaying literature or materials of a racist or pornographic nature
Indirect	defacing property, displaying literature of a racist, sexist or pornographic nature
Cyberbullying	can include sending of offensive or abusive texts, internet messages or pictures

Purpose of the Policy

- To promote Brockington College aims and values
- To develop positive and safe learning environments in which bullying will not be tolerated
- To promote inclusion, mutual respect, self-esteem and self-worth in order to meet the physical, emotional and mental health needs of all members of the school community
- To raise standards of behaviour and levels of achievement of all

Guidelines for Implementing the Policy

- The policy will be monitored as part of the school policy review cycle
- There needs to be recognition that anyone can be a bully or a victim and that bullying can take many forms
- It is recognised that the Principal and Governing Board have a statutory responsibility for school discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy
- Students are encouraged to report all incidents of bullying, whether they are victims or bystanders
- All staff will respond to student, staff or parental concerns seriously and support the agreed procedures

Recognising Signs of Bullying

Signs of bullying include:

- The young person becoming withdrawn
- Deterioration in the young person's school work
- Erratic attendance or spurious illness
- Persistently arriving late at school
- General unhappiness/depression or anxiety
- Young person wanting to remain with adults

Proactive Strategies

- Positively encouraging the reporting of all incidents of bullying. Promoting this message at all times and with all audiences
- Promoting the use of the pupil reporting of concerns system, 'Voice It' through the school bulletin, school PSHCE lessons and school assemblies
- Agreeing collective responsibility in addressing any incidents of bullying
- Raising the issue of bullying at least annually in order to maintain awareness of the issue through school assemblies, displays and posters
- Taking the opportunity to promote whole school initiatives such as Anti Bullying Week, theatre productions and external speakers
- Parents/carers and the community will be encouraged to actively support the policy at meetings and by signing the Home School Agreement
- Student representatives will discuss bullying as an agenda item during the year
- Peer support systems for students will be promoted and training provided for both staff and pupils
- The Governing Board and the Senior Leadership Team (SLT) will monitor bullying via staff meetings; auditing surveys from students and parents; and student questionnaires
- Bullying will be addressed through the PSHCE curriculum
- All staff will be advised on the identification, prevention and management of bullying
- All staff and pupils will have access to the Anti-Bullying Policy

Reactive Strategies

- In the event of a bullying incident the same procedures will be followed as for all other incidents of poor behaviour (see Behaviour Policy)
- In all cases, details of the incident and action taken will be recorded
- The prime concern will be the protection of the victim. Action will continue until the issue is satisfactorily resolved and the bullying ceases. Parents /carers will be kept informed of action taken. The action will be reviewed and modified in light of circumstances and whether the bullying continues
- Strategies to support the victims will involve staff and students. A variety of approaches will be used to achieve this
- If it is a serious incident, exclusion will be considered
- Bullying incidents will be logged and monitored regularly
- The governors' Pupil Development, Behaviour & Welfare Committee has responsibility for maintaining an overview of behavioural and bullying issues