BROOK MEAD ACADEMY

ANTI-BULLYING POLICY

Policy Monitoring, Evaluation and Review

The policy will be promoted and implemented throughout the academy. The Principal will take a key role in monitoring and evaluating the policy. The policy along with other academy policies will be available on the academy website. The Academy Council will review the policy annually and assess its implementation and effectiveness.

Version:	1.0
Date created:	May 2021
Author:	RHI
Ratified by:	
Date ratified:	
Review date:	

Revision History:

Version:	Date:	Author:	Summary of Changes:
1.0	May 2021	RHI	New Policy
1.1	Feb 2022	DAT	Update to reporting and prevention.

Statement of Intent:
We are committed to providing a caring and safe environment for all of our scholars, so they can learn in a supportive and secure atmosphere. Bullying of any kind is unacceptable in our school. We believe that preventing and tackling bullying should have a high priority within the school. If bullying does occur, all scholars should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff, parents/carers or a trusted adult.

By law Brook Mead Academy must have measures in place to prevent all forms of bullying. The following laws highlight the need for all schools to encourage good behaviour and prevent all forms of bullying:

- The Education and Inspection's Act 2016 section 86.
- The Education (Independent Schools standards) regulations 2014.
- Education Act 2011(updating and amending the Education Act 1996).
- The Equality Act 2010- schools and academies are required to comply with the Public Sector Equality Duty (PSED)
- The Children Act 1989.
- Protection from Harassment Act 1997.
- Malicious Communications Act 1988.
- Communications Act 2003.
- Public Order Act 1986.
- Keeping Children Safe in Education guidance and advice.

Other policies which relate to our Anti- Bullying Policy are as follows:

- Behaviour Management Policy.
- Safeguarding and Child Protection Policy and Guideline.
- Staff Code of Conduct.
- Online Safety policy.
- Use of electronic equipment including mobile devices.

What Is Bullying?

In line with the definition provided by the Anti-Bullying Alliance, Brook Mead Academy defines bullying as:

- The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. At Brook Mead Academy, we use the STOP mnemonic to support scholars to know the definition – "*several times on purpose".*

Bullying can be emotional, verbal, physical or psychological. It can happen online or face to face.

- **Emotional:** being unfriendly, excluding, isolating, tormenting (e.g. hiding books, threatening gestures)
- **Physical:** pushing, kicking, hitting, punching or any use of violence
- **Sexual:** unwanted physical contact or sexually abusive comments
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing
- **Cyber**: misuse of the internet to intimidate, including by email and social media sites, mobile threats by text
- messaging and calling, misuse of associated technology, i.e. camera and video facilities, sexting - when
- someone shares sexual, naked or semi-naked images or videos of themselves or others, or sends sexually
- explicit messages.

An imbalance of power is an important factor when identifying and responding to bullying incidents.
Some examples in which an imbalance of power is present:

- Victims are in a smaller group than those experiencing it
- Victims are part of a minority group, e.g. a minority gender, race, or faith group
- Victims are a smaller stature or physical strength
- Victims are younger
- Victims have communication difficulties or a disability

Bullying may also occur because of prejudices based on protected characteristic such age, disability, gender reassignment, race, religion or belief, sex, sexual orientation. Through our curriculum, tutor time programme, PHSE, RE lessons and assemblies, we will actively teach about inclusivity, respect, and kindness to foster an anti-bullying culture.

Bullying can also take place through a third person – for example, another person being encouraged to take part in bullying behaviours.

All staff should also be aware to the possibility of a member of staff bullying a scholar. Should anyone suspect that this is taking place this should be reported immediately to the Principal. If the Principal is suspected of bullying, the matter should be reported to the Chair of our Academy Council.

Brook Mead Academy will not tolerate any form of bullying or harassment. All incidents will be taken seriously and could provide grounds for disciplinary action that may lead to dismissal or expulsion from the college. Furthermore, individuals who bully or harass may be subject to criminal and/or civil prosecution.

Relational conflict

It is important to note that not all situations in which children and young people are involved in conflict or relationship difficulties can be understood as bullying. 'Relational conflict' is one way of describing such non-bullying situations and for the purpose of this policy is defined as:

- *"Relational conflict usually involves individuals and groups who are relatively similar in power and status. It is generally behaviour which happens occasionally, and offence might be accidental".*

In cases of relational conflict, there is also generally a willingness to make things right, to reflect on what went wrong and to try and plot a way forward.

Objectives of this Policy

- All academy councillors, teaching and support staff, scholars and parents/carers should have an understanding
- of what bullying is.
- All academy councillors, teaching and support staff should know what the school policy is on bullying, and
- follow it when bullying is reported.
- All scholars and parents/carers should know what the school policy is on bullying, and what they should do if
- bullying arises.
- As a school we take bullying seriously. Scholars should be assured that they will be supported when bullying is
- reported.
- To protect the most vulnerable scholars in school including those with Special Educational Needs, those new to
- school and those that are at risk of harm, this policy links directly to the Safeguarding and Child Protection
- Policy and Guidelines.
- Bullying will not be tolerated.

Signs and Symptoms:

A scholar may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a scholar:

- Is frightened of walking to or from school.
- Doesn't want to go on public transport including buses and taxis.
- Insists on being driven to school.
- Changes their usual routine.
- Is unwilling to go to school (school phobic).
- Begins to truant.
- Becomes withdrawn, anxious, or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to do poorly in school work.
- Comes home with clothes torn or books damaged.

- Has possessions which are damaged or "go missing".
- Asks for money or starts stealing money (to pay someone who has asked them for money)
- Has dinner or other monies continually "lost".
- Has unexplained cuts or bruises.
- Comes home hungry (money / lunch has been stolen).
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other scholars or siblings.
- Stops eating.
- Is frightened to say what is wrong.
- Gives improbable excuses for any of the above.
- Is afraid to use the internet or mobile phone or always needing to be on social media.
- Hypervigilance around others.
- Is nervous and jumpy when a cyber-message is received.

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated.

Procedures - Reporting:

Scholars:
- Scholars are encouraged to report any bullying incidents to a member of staff, a family member or a friend.
- Scholars are also encouraged to utilise the Brook Mead Academy safeguarding email – safe@brook-tmet.uk and the "*Talk to us*" post-box to disclose worries or concerns about bullying or unkind behaviour.
- Scholars are taught to be "upstanders" in our school and taught about their responsibility to report bullying behaviour when it is observed.

Staff:
- All staff are responsible for the health and wellbeing of the scholars and have a duty to respond seriously to any
- claim of bullying.
- All incidents of suspected bullying will be dealt with by the member of staff it is reported to, usually the Lead Behaviour and Safeguarding Officer, Head of Year, Assistant Head of Year, class teacher, tutor or the SENDCo; alternatively, it will be passed onto another member of staff who is more able to deal with the incident
- If staff are unable to investigate the matter, they must refer it immediately to the Lead Behaviour and Safeguarding Officer. The Lead Behaviour and Safeguarding Officer will be informed of all incidents of bullying.
- The Principal will also be informed if the incident is of a very serious nature and consequences beyond D4 are
- required.
- If bullying is confirmed, it will be logged in the school bullying log on Bromcom. All instances of bullying will be recorded and monitored for patterns of behaviour. A half termly summary will be produced for analysis and action.

Parents:
- Parents/Carers are encouraged to share any concerns with their scholar's the Assistant Head of Year.
- In serious cases parents/carers should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, particularly if behaviour in school is repeated out of school, the police will be
- consulted.

Procedures – Outcomes:

Victim:
- The bullying behaviour or threats of bullying must be investigated immediately, and any bullying behaviour stopped.
- Victims will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their 'fault'.

- The victim will be consulted with on how to rebuild relationships with the perpetrator, if this is something that they would like to do.
- The school will consider a referral to Early Help pathways, including mentoring, counselling or school nurse referrals.
- Following any investigation around suspected bullying, pastoral staff, usually the Assistant Head of Year will periodically 'check in' with the scholar to ensure that they continue to feel happy and safe in school.

Perpetrator:
- In all cases of bullying, the perpetrator should be supported to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence.
- Scholars are supported to reflect upon their actions via targeted restorative work.
- Scholars will be supported to access the schools Early Help pathways (mentoring, group work, counselling, school nurse) to ensure that they are supported to modify their behaviour.
- Scholars parents/carers will be informed and in most cases of confirmed bullying, parents and carers will be invited into the school for a meeting.
- All incidents of bullying will be dealt with via the school's behaviour management system.
- In some cases, the school may consider a fixed term exclusion for one or more days.
- A change of class and/or tutor group, and bespoke provision may be considered in exceptional situations.
- Escalation to other sanctions including Alternative Provision and/or a Managed Move to another school will
- also be considered if appropriate.
- After incidents have been investigated and dealt with, each case will be monitored to ensure repeated
- bullying does not take place.
- The school works closely with the local police to make sure that any incidents outside school are reported to
- the school so that scholars involved can then be monitored inside school as appropriate.

Parents:
- Parents/carers of both victim and perpetrator will be kept informed throughout the process.
- Close contact will be maintained with the victim's parents or carers to ensure that the victim adjusts
- positively back to school life as quickly as possible.
- Parents/carers views will be taken into account, but the school will stress that wherever possible
- reconciliation will be considered in order to provide clear resolution for all concerned while not condoning
- the bullying.

Reconciliation:
- The perpetrator will be asked at a suitable point to genuinely apologise, in writing or in person.
- Scholars will be encouraged to reconcile any issues over a period of time so that any injustice can be rectified.
- Some scholars will be asked to participate in one to one or group interventions to support their social
- development and reduce the incidents of bullying behaviours.

Procedures - Recording:
- All behaviour incidents are recorded on Bromcom.
- Concerns about bullying are recorded by the Lead Behaviour and Safeguarding Officer, Head of Year or the Assistant Head of Year and shared with relevant staff.
- Half termly reports are analysed and evaluated by the intervention team (Heads of Year and Lead Behaviour and Safeguarding Officer) to measure the success of our policies of poor or challenging behaviour,
- The year teams are responsible for co-ordinating the recording system, liaising with class teachers and other
- staff to ensure that incidents of bullying are not missed.

Prevention:
At Brook Mead Academy, we are proactive in setting up a range of preventative measures to prevent bullying behaviour:
- Ensuring an ethos of good behaviour within academy which encompasses our Brook Best Pledge of working hard, being kind and building better futures for everyone.

- Ensuring that all students are aware of our anti-bullying policy on the school website and that all members of our school community sign our "Anti Bullying Charter" at the start of the academic year. (Please see appendix one)
- Implement a comprehensive PHSE curriculum which raises awareness and in-house support mechanisms, interventions and reporting procedures.
- Ensure that there are enhanced routes for disclosure including the safeguarding email "safe@brook@tmet.uk" and the "*Talk to us*" post-box.
- Whole school engagement with Anti-Bullying Week.
- Promotion an "*upstander*" approach to bullying and encouraging scholars to actively discourage and report any behaviour which could indicate bullying. (Please see appendix two)
- The development of an Anti-Bullying Ambassador Team to inform our anti-bullying approach, intervention and provide practical support to their peers.
- "Where to get help at BMA" posters situated in key areas around the school site. (Please see appendix three).
- Ensuring that all staff are alert to the possibility of bullying taking place, e.g. via continuous professional development, staff meetings and emails.
- Staff are on duty, visible and available during recreational times including before and after school to ensure that a positive presence is maintained.
- Implementation of the schools core routines which ensure that scholars are not left unattended in corridors or in classrooms.
- Effective communication links between parents, carers and staff.
- Ensuring that there is continuous emphasis on positive expectations of scholar behaviour.
- Ensuring that staff are on time and prepared for all lessons.
- Ensure that if scholars or parents report bullying the report is listened to, taken serious and appropriate investigations are initiated.
- Recognising the potential for children with SEN and disabilities, LAC, those identifying as LGBTQ+ and young carers to be disproportionally impacted by bullying and ensuring that we implement additional pastoral support as required.
- Ensuring that victims are central to the process throughout and ensuring that support and strategies are put into place to support the scholar.
- Scholar surveys to capture scholar voice and to ensure that scholars feel safe and happy at school.
- Starter buddies for year 7 scholars and other new scholars to the school.
- Clear behaviour policy that rewards positive behaviour. The school rules are clear and straightforward and focus on positive attitudes.
- Records of behaviour logged on scholars file to ensure that patterns of behaviours are quickly identified and intervention implemented.
- Staff training on how to identify and respond to peer on peer abuse and not to dismiss it as "banter".
- Vulnerable scholars are flagged to all staff via our Vulnerable Young Persons Record (VYPR) to support whole school vigilance.
- Close liaison work with our local policing teams to ensure that any incidents outside of school are reported to the relevant teams.
- Specific intervention on cyber safety to both scholars and parents.

APPENDIX 1: WHOLE SCHOOL "ANTI-BULLYING CHARTER"

The BMA Anti-Bullying Charter

We will ensure that Brook Mead Academy is a place where **every scholar feels safe and listened to.**

We will empower everyone to be themselves by **celebrating and valuing our differences.**

We are **always kind to one another** and seek to include anyone who is feeling lonely or isolated.

We will **empower anyone who is experiencing bullying** to speak out and will believe them when they do.

We are upstanders – we challenge all forms of bullying by reporting it straight away.

Signed by Danube

BROOK MEAD ACADEMY

APPENDIX 2: "WE ARE UPSTANDERS" POSTER

AT BROOK MEAD ACADEMY, WE ARE - UPSTANDERS -

An upstander is 'someone who recognises when something is wrong and acts to make it right'.

Bullying is never OK. Always tell a member of staff if you experience or observe bullying behaviour at our school.

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APPENDIX 3: "WHERE TO GET HELP AT BMA" POSTERS

Where can I get help at Brook Mead Academy?

BROOK MEAD ACADEMY

MENTAL HEALTH

Websites/Apps/text support:

- Kooth Counselling - www.kooth.com
- Health for Teens www.healthforteens.co.uk
- www.annafreud.org/on-my-mind
- Text SHOUT to 85258
- Download Calm Harm/Fear apps
- Talk to us about speaking with our counsellor or school nurse.

PHYSICAL HEALTH

Websites/Apps/text support:

- Health for Teens www.healthforteens.co.uk
- Ask to speak with the school nurse
- Text Chat Health on 07520615386

LGBTQ+

Websites/Apps/text support:

- The Mix
- Health For Teens www.healthforteens.co.uk
- Leicester LGBT Centre
- The Proud Trust www.theproudtrust.org/young-people
- www.annafreud.org/on-my-mind

BULLYING/ PEER ON PEER ABUSE

Websites/Apps/text support:

- Talk to any trusted adult.
- ChildLine – Call 0800 11 11 or website.
- Kidscape - www.kidscape.org.uk

SAFETY OUTSIDE THE HOME

Websites/Apps/text support:

- ChildLine – Call on 0800 11 11 or go to their website.
- The police – always 999 if you feel unsafe.
- Talk to NSPCC on 0808 800 5000

BEREAVEMENT

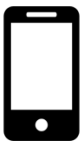
Websites/Apps/text support:

- Hope Again - www.hopeagain.org.uk
- Winston's Wish - www.winstonswish.org
- The Laura Centre - 0116 254 4341

SAFETY AT HOME

Websites/Apps/text support:

- ChildLine – Call on 0800 11 11 or go to their website.
- The police – always 999 if you feel unsafe.
- Talk to NSPCC on 0808 800 5000
- UAVA - www.uava.org.uk



ONLINE SAFETY

Websites/Apps/text support:

- "Think u know" www.thinkuknow.co.uk/
- CEOP www.ceop.police.uk
- Childnet - www.childnet.com/young-people/secondary

We are here to help. Talk to **ANY** member of staff, email us at SAFE@Brook-tmet.uk or complete a "Need to Talk" postcard. Remember, call 999 if you are ever in immediate danger.