

Scholar Anti-Bullying Policy 2023 – 2024 (Created by the Anti-Bullying Ambassadors)

So, what is bullying?

Brook Mead Academy use The Diana Award definition of bullying.

Bullying behaviour is the *"repeated, negative behaviour that is intended to make others feel upset, uncomfortable or unsafe."*

Bullying can happen *anywhere* – at home, at school, in the community and online.

Types of bullying behaviour – VIP. There are three different types of bullying – Verbal, Indirect and Physical.

Verbal bullying is the repeated, negative use of speech, sign language, or verbal gestures to intentionally hurt others, e.g. using hurtful words, discriminatory or offensive language, or swear words.

Indirect bullying is the repeated, negative use of actions, which are neither physical nor verbal, to intentionally hurt others e.g. spreading rumours, purposefully excluding another person, damaging or stealing someone's property, or cyberbullying.

Physical bullying is the repeated, negative use of body contact to intentionally hurt others, e.g. kicking, punching, slapping, inappropriate touching, or spitting.

Online bullying is the repeated, negative use of technology to intentionally hurt others e.g. posting unwanted pictures or messages, accessing another person's account without permission, creating fake accounts to impersonate or harass someone, and sharing other people's private information online.

Bullying is also a form of **Child-on-Child Abuse**. *Remember*, any form of Child-on-Child Abuse is not OK and will not be tolerated at Brook Mead Academy.

Child on Child Abuse? What is it?

Children can hurt and harm other children.

- **Bullying** (including online and messages, also includes being racist, homophobic, sexist etc).
- **Physical harm** (Kicking, hitting, shaking, biting).

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Sexual harassment or violence

- *Rating the appearance of someone else.*
- *Spreading gossip about someone else.*
- *Making sexual comments about someone else.*
- *Sending messages to others with sexual language or comments.*
- *Talking or touching other people's bodies.*

Taking pictures/trying to take pictures/sharing pictures without the persons consent.

At Brook Mead Academy, we are UPSTANDERS!

An upstander is someone who witnesses something that is not OK and does something about it. They might tell a member of staff, direct the attention from unkind comments, support the victim to get help or, tell the person showing bullying behaviour that their behaviour is not OK.

The hands-off rule.



What is the impact of bullying?

Scholars who are bullied might miss more school, they might struggle to engage in their learning, it may impact their relationships and it may impact their mental health.

What will happen once you tell someone?

A member of the pastoral team (your head of year, your assistant head of year, Mrs Aylmer or Mrs Evans) will discreetly speak to you to get more information. **If there is a member of staff that you would prefer to talk to – let us know.**

- School will ask you what you want to happen and go through what the school would like to do to support you.
- We will talk to the other scholar.
- School will go through the consequences that they will issue to the other person. This might be a D3, D4, D5 or in some cases, a suspension from school.
- School will talk to you about next steps.
- School will contact home.
- School will offer you ongoing support – check in's, mentoring or counselling.

So, how can I tell someone?

- Talk to any member of staff. All staff are trained to know how to support you.
- Talk to one of the Anti-Bullying Ambassadors – we will tell a member of staff for you.
- Email school on safe@brook-tmet.uk
- Put your name in the “Talk to us” post box in the library.

Other ways to get support?

ChildLine: [Childline | Childline](#) or 0800 11 11

Report harmful comments that have been made online: [Report Harmful Content - We Help You Remove Content](#)

The Diana Award Advice Messenger provides free, 24/7 text support across the UK. If you are a young person under 25 who needs support, you can text DA to 85258.