Anti-Bullying Policy

Brookside Academy
INSPIRING FUTURES

As an Academy we take bullying and its impact seriously. This policy sets out the sanctions and support we use to respond to any incidents of bullying across our Academy. The ethos of our academy fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Reviewed: January 2026

Review date: January 2027

INTRODUCTION

It is a legal requirement, under Section 89 of the Education and Inspections Act 2006, that every maintained school must have measures in place to prevent all forms of bullying, and that these should form part of the Academy`s Behaviour and Anti-Bullying policies.

The Education (Independent School Standards) Regulations 2014 provide that the proprietor of an Academy or other independent school ensures that bullying at the school is prevented in so far as reasonably practicable, by the drawing up and implementation of an effective anti-bullying strategy

This policy reflects the Department for Education guidance for Schools and Academy's entitled Preventing and tackling bullying - Advice for head teachers, staff and governing bodies (July 2017).

Principles and Values

As an Academy we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be recorded and responded to. Bullying will not be tolerated. Brookside Academy will seek ways to counter the effects of bullying that may occur within the Academy or in the local community. The ethos of our academy fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Aims of this Policy

The aims of our anti-bullying policy are as follows:

• To create an ethos in which attending our Academy is a positive experience for all members of our community

• To make it clear that all forms of bullying are unacceptable.

• To enable everyone to feel safe while at Brookside Academy.

• To encourage everyone to report any incidents of bullying in all its forms.

• To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce any incidents of bullying.

• To support and protect victims of bullying and ensure they are listened to.

• To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.

• To liaise with parents and other appropriate members of our community.

• To ensure all members of our community feel responsible for helping to reduce bullying.

What Is Bullying?

DFE guidance (Preventing and tackling bullying July 2017) defines bullying as:

behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice

against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Cyber-bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside Academy. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

In other words, bullying at Brookside Academy is considered to be, "unacceptable behaviour".

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical pushing, kicking, biting, hitting, punching or any use of violence.
- Racial - racial taunts, graffiti, gestures Sexual unwanted physical contact or sexually abusive comments.
- Homophobic because of, or focussing on the issue of sexuality.
- Direct or indirect Verbal - name-calling, sarcasm, spreading rumours, teasing.
- Online bullying - All areas of internet, such as email and internet chat Twitter, Facebook misuse.
- Mobile threats by text messaging and calls Misuse of associated technology, i.e. camera and video facilities, I pad, games consoles.

Bullying may be related to:

- Race.
- Gender.
- Religion.
- Culture.
- SEN or disability.
- Appearance or health condition.
- Home circumstances, including Young carers and poverty.
- Sexual orientation, sexism, or sexual bullying, homophobia.

Bullying can take place in the classroom, playground, and toilets, on the journey to and from Academy, on residential trips and online. It can take place in group activities and between families in the local community.

Signs and Symptoms

It can be hard for adults, including parents, to know whether or not a child is being bullied. A child might not tell anyone because they are scared the bullying will get worse. They might think that they deserve to be bullied, or that it is their fault. You cannot always see the signs of bullying, and no one sign indicates for certain that a child is being bullied. But you should look out for:

- belongings or clothing getting "lost" or damaged.
- being frightened to walk to Academy and wants to be driven or escorted.
- physical injuries such as unexplained bruises.

- being afraid to go to Academy, being mysteriously 'ill' each morning.
- not doing as well at Academy.
- asking for, or stealing, money (to give to a bully).
- being nervous, losing confidence, or becoming distressed and withdrawn.
- problems with eating or sleeping.
- starts stammering or shows signs of nervous tick or repetitive movements.
- becomes aggressive, disruptive or unreasonable.
- bullying others in the home or extended family, friends.
- changing their usual routines or attitude to people at home.
- is frightened to say what's wrong.
- is afraid to use the internet or mobile phone.
- is nervous and jumpy when a cyber-message is received.
- lack of eye contact.
- becoming short tempered.
- gives improbable excuses for any of the above.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Procedures for dealing with a bullying incident

When a member of staff is concerned, or alerted to an incident that could be bullying, they should notify a member of the Senior Leadership Team without delay. More serious incidents should be reported to the Head Teacher or Deputy Head Teacher immediately. In the event that the concern is highlighted through the school's email system or a phone call a senior member of staff will be contacted.

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, in consultation with the class teacher if it is a member of support staff.
- A clear and precise account of the incident will be recorded and given to the head teacher and/or deputy head teacher or senior leader, by email to safeguarding@brooksideacademy.co.uk
- This person will interview all concerned and will record notes and resulting actions.
- Teachers will be kept informed.
- When responding to cyberbullying concerns the Academy will take all available steps to identify the bully, including identifying and interviewing possible witnesses and parents.
- Where the bullying takes place outside of the Academy site then the Academy will ensure that the concern is investigated and that appropriate action is taken in accordance with academy guidelines.
- Parents/carers will be kept informed.
- Sanctions and support systems will be used as appropriate and in consultation with all parties concerned (See Behaviour and Exclusions Policies).
- If necessary and appropriate, the police or other local services or professionals will be consulted.
- All incidents will be kept on file and initially discussed at a weekly safeguarding Executive Team meeting.
- All incidents of bullying are recorded anonymously and reported to Governors in a statistical format so that they can hold senior leaders to account.

Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice.
- Being advised to keep talking about any incidents and feelings and discuss how they can respond to concerns and how they can build resilience as appropriate.
- Reassuring the pupil and providing continuous support (Possibly through work with an Emotional Literacy Support Assistant – ELSA).
- Restoring self-esteem and confidence.
- If necessary supporting and building confidence and skill in perseverance, collaboration, and empathy through the Brookside curriculum.

Working with the wider community and local/national organisations to provide further or specialist advice and guidance if needed. Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support – with possible targeted support from the Academy ELSA (Emotional Literacy Support Assistant).
- If online, requesting content be removed and reporting account/content to service provider
- Sanctioning in line with Academy behaviour/discipline policy. This may include official warnings, removal of privileges, fixed-term and permanent exclusions.
- If necessary supporting and building confidence and skill in perseverance, collaboration and empathy through the Brookside curriculum.

  Working with the wider community and local/national organisations to provide further or specialist advice and guidance if needed – including speaking with the police if needed.

Procedures for analysing bullying incidents

The Executive Leadership Team (ELT) are responsible for analysing incidents of bullying across the Academy on a half-termly basis. This analysis forms part of the 'Behaviour Report', which is brought to Governors for discussion once a half term (As part of the Behaviour report). This report, along with other sources of information (E.g. Pupil and parent surveys) is used by the Academy to determine the impact of this policy on bullying across the academy. During these meetings, we consider further strategies which could be adopted to prevent and minimise the impact of bullying at Brookside.

Preventing, identifying and responding to bullying

The academy community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which uphold the three Academy rules of Be Kind, Be Safe and Be Responsible.
- Work with staff, children, the community and outside agencies to identify all forms of prejudice-driven bullying.

- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others
- Ensure that we understand the needs of vulnerable and minority groups within our Academy
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and pupil voice.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Support all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify forms of bullying, follow the Academy policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create "safe spaces" for vulnerable children and young people if they are needed.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider Academy community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive Academy ethos.

Involvement of pupils

We will:

- Seek children's views on the extent and nature of bullying through surveys and the Academy House system.
- Ensure that all pupils know how to express worries and anxieties about bullying through the Brookside Curriculum.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns and embed messages in the wider academy curriculum.
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Liaison with parents and carers

We will:

- Make sure that key information about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.

- Ensure all parents/carers know about our Parental and Public Complaints Procedure policy and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents/carers and the local community to address issues beyond the Academy gates that give rise to bullying.

Ensure that parents work with the Academy to role model positive behaviour for pupils, both on and offline

Procedures for bullying incidents in relation to staff or parents

All staff and parents/carers should be aware that our Anti Bullying Policy also relates to them and that any reported incident of bullying, whether by other staff, pupils or parents will be taken seriously and acted upon. Staff or parent/carers who are suffering from or concerned about bullying in any form should ensure they inform the Head Teacher. If this is not the chosen option, they are advised to contact the Chair of Governors, their union or professional association for support and advice.

If staff or parent/ carers feel anyone is bullying them the Head Teacher or Chair of Governors should be informed. Actions resulting from this may include;

- A letter - informing staff involved of the perceived problem and requesting actions to prevent it happening again.
- A meeting with the HT to discuss how the issue may be resolved.
- A mediation meeting with the related parties.
- Involvement of the Board of Governors.
- Involvement of the Local Authority complaints department.
- Involvement of Unions or Professional Associations.

All staff must understand their duties and responsibilities in line with the 'Staff Code of Conduct`. The 'Grievance Procedure' should be referred to in any incident of bullying involving members of staff.

Links with other Academy policies and practices

This Policy links with a number of other Academy policies, practices and action plans including:

- Behaviour policy
- Parental and Public Complaints Procedure
- Safeguarding Policy
- Staff Code of Conduct
- Whistleblowing Policy
- Confidentiality Policy
- Online Safety and Acceptable Use Policies (AUPs) – Staff and Pupil

Responsibilities

It is the responsibility of:

- Academy Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.

- The Headteacher to communicate the policy to the Academy community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the Academy
- Pupils to abide by the policy.

Appendix 1

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing
- bodies", and "Supporting children and young people who are bullied: advice for Academys"
- March 2014: https://www.gov.uk/government/publications/preventing-and-tacklingbullying
- DfE: "No health without mental health": https://www.gov.uk/government/publications/nohealth-without-mental-health-a-cross-government-outcomes-strategy
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Academys Out: www.Academys-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk

- DfE: SEND code of practice: https://www.gov.uk/government/publications/sendcode-of-practice-0-to-25

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational