

BROCKHILL PARK PERFORMING ARTS COLLEGE

Anti-Bullying Policy

Objectives of This Policy

We are committed to providing a caring, friendly and safe environment for all of our students and staff so that learning can take place in a secure and stimulating atmosphere. Therefore, we are committed to develop an anti-bullying culture whereby no bullying, including between adults or between adults and students, will be tolerated. We expect staff and students to respect each other and treat each other with courtesy and consideration.

This policy outlines the actions Brockhill Park Performing Arts College will take to prevent and tackle bullying, and has been drawn up through the involvement of the whole school community.

Our School Community:

- Discusses, monitors and reviews its anti-bullying policy every two years.
- Supports all staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that students feel safe to learn, understand and adhere to the anti bullying policy, and are aware that all bullying concerns will be dealt with sensitively and effectively.
- Communicates to parents/carers regarding concerns about bullying and deals promptly with complaints.
- Aspires to learn from good anti-bullying practice elsewhere and maximise support from the Local Authority and other relevant organisations when appropriate ¹.

Definition of Bullying

Bullying is *“Any direct or indirect behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual or a group, either physically or emotionally”*.

This definition encompasses the facts that bullying is intentional, causes harm and is usually repeated over time. It is important to recognise that the inappropriate behaviour listed above is not always bullying and is not always unprovoked. It is important to distinguish between bossiness, upsets in friendship, pretend play and real bullying. Bullying is on a continuum of behaviour and it is recognised that it is often more complex than a straightforward victim-perpetrator behaviour pattern.

Bullying can be emotional, physical and mental. It can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyber bullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through Web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet. ²

Forms of Bullying Covered By This Policy

Bullying can happen to anyone, including school staff as well as students. This policy covers all forms of bullying including those relating to :

- Race, religion or culture.
- LDD (learning difficulties or disability).
- Appearance or health conditions.
- Sexual orientation (homophobic bullying).
- Young carers or looked after children or otherwise related to home circumstances.
- Gender, sexual and transphobic bullying.

Preventing, identifying and responding to bullying

The school community will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Provide regular opportunities to develop students' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, displays, assemblies, peer support, School Council and Student Voice.
- Train all staff to identify bullying and follow school policy and procedures on bullying, including recording incidents of bullying.
- Regularly supervise playground, corridors, toilets and "hidden corners" during the school day.
- Create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who are bullied.

Involvement of students

We will:

- Regularly request students' views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of help-lines and websites.
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have. Students will be protected from bullying and aggressive behaviour. Parents, staff and students will work together to resolve these issues and use appropriate strategies to change behaviour.

Liaison with parents and carers

We will ensure that all parents / carers:

- Know to contact their child's Tutor, Guidance Manager or Academy Director, if they are worried about bullying.
- Have access to the anti bullying policy and in turn work with the school to support the anti-bullying policy.
- Will be supported when bullying is reported.
- Are knowledgeable about our complaints procedure and how to use it effectively.

