

Brooke Marshland Federation

# **ANTI-BULLYING POLICY**



## **What is an Anti-Bullying policy?**

*At Brooke Marshland Federation we believe that every child has the right to work and play in a safe and happy environment. We therefore believe that bullying has no place whatsoever in our school. This policy aims to inform all members of our school of what bullying is, how it will be dealt with and how it can be prevented.*

*As a team we can beat bullying!*



## **What is Bullying?**

Bullying is when one person or a group of people intentionally hurt another person. This type of behaviour is repeated over and over again and happens over some time. This can be done in many different ways:

- **Emotional Bullying**

This is where someone is treated unkindly by leaving them out of games, ignoring them on purpose and been tormented by others.



- Physical Bullying

Physical abuse is where someone is hit, punched, kicked, pushed or any kind of physical, aggressive contact.



- Verbal Bullying

This is where a person is called names, threatened and made to feel bad. People can also say unkind things about family members.



- Racial/ Religious Bullying

This is when someone is picked on because of where they come from, because they speak differently or because they have different beliefs to others.

- Homophobic/Biphobic/Transphobic Bullying

This is when someone is picked on because of their perceived or actual sexual orientation or those who do not conform to gender stereotypes.

- Cyber Bullying

Cyber bullying can occur anywhere online; gaming, chat rooms, social network sites, messaging apps, emails and the use of mobile phones to text or call.



**Remember**

It is not bullying if two children just fall out with each other!

**How can bullying be prevented?**

At Brooke Marshland Federation we aim to prevent bullying from taking place. To do this we:

- Have a strong vision and set of values that develop confidence, individuality and respect of others.
- Promote a school ethos which encourages positive attitudes towards others no matter who they are.
- Provide a safe environment for children to work and play in.
- Have a consistent behaviour policy which is enforced by all members of staff.
- Have discussions that raise awareness and an understanding of the issues surrounding bullying as part of assemblies and during our class circle time.
- Take part in an Anti-Bullying week once a year.



### **Possible signs and symptoms of bullying are...**

A child may indicate that he or she is being bullied by displaying certain behaviour or signs. It is important that we are all aware of these possible indicators and that we take note if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- 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 bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

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

### **What will happen to the victim?**

- Any child who has been the victim of bullying will be supported by a member of the Inclusion Team.
- The Inclusion Team member of staff will support the child in recognising that they are not to blame for the incident.
- The Inclusion Team member of staff will work with the child as deemed necessary to ensure they have self-belief, confidence and a high self-esteem.
- Every member of staff working with the child will be aware of the issues and will ensure the child once again feels safe to be in school.

### **What will happen to a child who is found to be bullying?**

- The child will be asked to apologise to the victim of their bullying.
- Their behaviour will be recorded on CPOMs.
- Staff will try and guide the child to behave in a more positive manner towards others.
- If we see repeated incidences, or we feel the incident was particularly harmful to a child, the child's parents will be required to meet with a member of the Senior Leadership Team in line with the Academy's behaviour policy.



### What should you do if you know someone is being bullied?

- Do not retaliate to the bullies; this may make the problem worse. Instead...

#### Tell, Tell, Tell!

- You should tell someone that you trust. This could be a teacher, a parent or a friend.



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