



# Brooke Primary Academy

## Anti-Bullying Policy

|    |  |   |   |  |  |
|----|--|---|---|--|--|
| 1  | Summary  | Anti-Bullying Policy  |   |  |  |
| 2  | Responsible person   | Sarah Hall  |   |  |  |
| 3  | Accountable SLT member                                     | Sarah Hall  |   |  |  |
| 4  | Applies to   | <input checked="" type="checkbox"/> All staff<br><input type="checkbox"/> Support staff<br><input type="checkbox"/> Teaching staff  |   |  |  |
| 5  | Who has overseen development of this policy                | Senior Leadership Team  |   |  |  |
| 6  | Who has been consulted and recommended policy for approval | Sarah Hall  |   |  |  |
| 7  | Approved by and date                                       | 02/09/2024  |   |  |  |
| 8  | Version number   | 1   |   |  |  |
| 9  | Available on   | Every   | <input type="checkbox"/> Y<br><input checked="" type="checkbox"/> N | Trust website<br>Academy website<br>SharePoint | <input type="checkbox"/> Y <input checked="" type="checkbox"/> N<br><input checked="" type="checkbox"/> Y <input type="checkbox"/> N<br><input checked="" type="checkbox"/> Y <input type="checkbox"/> N |
| 10 | Related documents (if applicable)                          |   |   |  |  |
| 11 | Disseminated to  | <input type="checkbox"/> Trustees/governors<br><input checked="" type="checkbox"/> All staff<br><input type="checkbox"/> Support staff<br><input type="checkbox"/> Teaching staff |   |  |  |
| 12 | Date of implementation (when shared)                       | 02/09/2024  |   |  |  |
| 13 | Consulted with recognised trade unions                     | <input type="checkbox"/> Y <input checked="" type="checkbox"/> N  |   |  |  |

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## 1. Introduction

1.1 At Brooke Primary Academy, we are committed to providing a safe, caring, and happy learning environment. We have adopted the Anti-Bullying Alliance's definition of bullying:

**"Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online."**

1.2 Bullying is intentional and causes physical or emotional harm. It is wrong and damaging to individual children, and we strive to create an ethos where bullying is not tolerated. Persistent bullying can severely affect a child's learning and have long-term negative impacts.

1.3 Our aim is to foster a safe, secure, and supportive environment where everyone can learn without fear of bullying. This policy provides a consistent framework for addressing incidents and outlines responsibilities for staff, parents, and pupils.

## 2. Scope of the Policy

2.1 As stated above, bullying is defined by the Anti-Bullying Alliance. We teach children to use the acronym **STOP** – Several Times on Purpose – to help identify and report bullying.



## 2.2 Forms of Bullying

- **Physical Bullying:** Includes hitting, kicking, pushing, and taking belongings.
- **Verbal Bullying:** Includes name-calling, threats, and hurtful comments.
- **Emotional Bullying:** Includes social exclusion, spreading rumours, and tormenting.
- **Cyber Bullying:** Includes harmful online activity via gaming platforms, social media, texts, or emails.
- **Racial/Religious Bullying:** Motivated by race, ethnicity, or cultural prejudice.
- **Sexual Bullying:** Includes unwanted physical contact or sexually abusive comments.
- **Homophobic/Biphobic/Transphobic Bullying:** Motivated by prejudice against LGBTQ+ individuals.
- **Disablist Bullying:** Targeting individuals with disabilities.
- **Sexist Bullying:** Motivated by gender-based prejudice.

2.3 Due to technological advancements, we are vigilant about the risks of cyberbullying. All children receive eSafety education and are encouraged to report unsafe behaviour online.

### **3. Implementation of the Policy**

#### **3.1 Role of Governors**

Governors are responsible for reviewing and approving this policy and ensuring staff and volunteers comply. Committees may be established to support implementation.

#### **3.2 Role of the Principal**

The Principal oversees the anti-bullying strategy, ensures staff training, and promotes the school ethos of respect and support. They address incidents promptly, report to the Local Governing Body (LGB) when needed, and may use assemblies to reinforce anti-bullying messages.

#### **3.3 Role of Teachers**

Teachers take all forms of bullying seriously and act immediately. Incidents are recorded on CPOMS. Teachers notify parents when necessary and work to help children reflect on and change behaviour. Persistent issues are escalated to the Principal.

#### **3.4 Role of Parents**

Parents should report concerns about bullying to the class teacher and support the school's anti-bullying ethos. Working in partnership with the school is key to promoting a positive culture.

### **4. Anti-Bullying Strategies**

- Regular promotion through assemblies
- Staff duty rota to monitor key areas
- PSHE lessons covering bullying and healthy relationships
- Annual Anti-Bullying Week participation
- Strong pupil-teacher relationships
- eSafety sessions and talks
- Active School Council involvement
- Ongoing staff training
- Engagement with external support agencies
- Use of worry boxes to enable anonymous reporting
- Visual STOP signage around school to reinforce key messages
- Restorative practice sessions to rebuild relationships and understanding

## **5. Responding to Bullying Behaviour – A Whole School Approach**

### **5.1 Reporting**

Pupils are encouraged to report bullying behaviour in any of the following ways:

- Telling a teacher or trusted adult
- Telling a friend who can support them
- Telling a parent or carer
- Calling a helpline such as ChildLine
- Using a worry box to report concerns anonymously

We teach pupils to be "upstanders" – to support each other and not be passive bystanders.

### **5.2 Recording**

All bullying incidents are logged on CPOMS. Senior Leadership Team (SLT) members monitor records and use them to inform PSHE lessons and assemblies.

### **5.3 Staff Responses**

- Take all reports seriously and record them
- Notify SLT if further support is needed
- Help pupils reflect and change behaviour

SLT will:

- Speak with all parties involved and gather witness accounts
- Inform and involve parents/carers
- Develop a repair plan with the pupil(s) who used bullying behaviours
- Keep records of all actions and follow-up dates on CPOMS
- Arrange regular check-ins

### **5.4 Pupil Guidance (if you are being bullied)**

- Ask the person to stop, if safe
- Tell a friend or trusted adult
- Keep evidence (for cyberbullying)
- Remember it is not your fault

### **5.5 Parental Support**

- Listen and reassure your child
- Discuss the next steps together
- Contact the school
- Monitor your child's online activity

### **5.6 Staff Support**

- Record incidents
- Involve SLT as appropriate
- Use age-appropriate interventions

**5.7 Interventions** Pupils involved in bullying are supported to understand the impact of their behaviour through:

- Work with the Inclusion Assistant
- PSHE curriculum
- Restorative conversations

**5.8 Consequences** Sanctions are tailored to individual cases. Examples include:

- Supervised play
- Loss of privileges
- Parental meetings
- In extreme cases: Fixed-term or permanent exclusion

**5.9 Complaints** If parents/carers feel the issue has not been resolved, they should follow the school's Complaints Policy, available on our website.

## 6. Monitoring and Review

This policy will be reviewed annually. Effectiveness will be assessed through staff feedback, incident logs, and pupil voice. It will be promoted consistently throughout the school.

### Useful Information

#### What is bullying?

Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

#### Useful Links and Supporting Organisations

#### General Support

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- The BIG Award: [www.bullyinginterventiongroup.co.uk](http://www.bullyinginterventiongroup.co.uk)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)

- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)
- PREVENT Duty Guidance: Link to PDF

## SEND

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- Cyberbullying and SEND (Anti-Bullying Alliance): Link to Module PDF
- DfE SEND Code of Practice: [www.gov.uk/government/publications/send-code-of-practice-0-to-25](http://www.gov.uk/government/publications/send-code-of-practice-0-to-25)

## Cyberbullying

- Childnet International: [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org)
- Report Harmful Content: [www.reportharmfulcontent.com](http://www.reportharmfulcontent.com)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- UKCCIS: [www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](http://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)
- DfE Cyberbullying Advice for Schools: [Link](#)
- DfE Advice for Parents/Carers on Cyberbullying: [Link](#)

## Race, Religion, and Nationality

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick It Out: [www.kickitout.org](http://www.kickitout.org)
- Report It: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Tell MAMA: [www.tellmamauk.org](http://www.tellmamauk.org)
- Educate Against Hate: [www.educateagainsthate.com](http://www.educateagainsthate.com)
- Show Racism the Red Card: [www.srtcr.org/educational](http://www.srtcr.org/educational)

## LGBTQ+

- Barnardo's LGBT Hub: [www.barnardos.org.uk/what\\_we\\_do/our\\_work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: [www.metrocentreonline.org](http://www.metrocentreonline.org)
- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- The Proud Trust: [www.theproudtrust.org](http://www.theproudtrust.org)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

## Sexual Harassment and Sexual Bullying

- Ending Violence Against Women and Girls (EVAW): [www.endviolenceagainstwomen.org.uk](http://www.endviolenceagainstwomen.org.uk)
- EVAW Schools Guide: Link to PDF
- Disrespect NoBody Campaign: [www.gov.uk/government/publications/disrespect-nobody-campaign-posters](http://www.gov.uk/government/publications/disrespect-nobody-campaign-posters)



- Anti-Bullying Alliance – Sexual Bullying Advice: [www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related)
- DfE Preventing and Tackling Bullying: [www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)