

Cambian Brook View School

Anti-Bullying Policy

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1. Introduction

At Cambian Brook View School we are committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

We strive to create a culture based on our core values of respect, honesty and kindness. Students must feel safe and respected if they are to learn effectively. Since we are a school which sets high standards for our students it is important that we create an atmosphere in which bullying cannot thrive and in which no student has to suffer from harassment of any kind.

This policy outlines what our school will do to prevent and tackle all forms of bullying. It is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education 2025". Reference has also been made to Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for school/colleges".

2. Aims

Every member of staff has a responsibility to work towards eradicating any incidents and types of bullying in our school.

The aim of the policy is to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it.

Every member of staff has a responsibility to report any incident of bullying that comes to their attention and work towards eradicating any incidents and types of bullying in our school. Reports of bullying will always be taken seriously. Reports of bullying will be logged on the digital recording platform, Behaviour Watch.

The aims of the school's anti-bullying strategies and intervention systems are:

- To prevent, de-escalate and/or stop any continuation of harmful behaviour;
- To react to bullying incidents in a reasonable, proportionate and consistent way;
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil;
- To support the pupil causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

3. Definition of bullying

There is no legal definition of bullying, however our school definition of bullying is: Repetitive intentional hurting of one person or a group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated.

Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community. The vision and values of the school should lead to a diminishing of any such behaviour.

The Anti-Bullying Alliance defines bullying as: "The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power" (2015). It can happen face-to-face or through cyberspace (on-line, via social media or texting).

Cyber-Bullying

Cyber-bullying takes place online, such as through social networking sites, messaging apps or gaming sites. Like other forms of bullying, it is the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

We make reference to the acronym below to help children understand that bullying is hurtful behaviour that happens:

- **S**everal
- **T**imes
- **O**n
- **P**urpose

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gesture, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent bullying

The following are protected characteristics and our role in school is to ensure that students are protected from discrimination in relation to these both in-person and online. The protected characteristics are:

- age
- disability
- gender reassignment (transphobia)
- pregnancy and maternity
- race
- religion or belief
- sex
- maternity or civil partnership

Stopping violence and ensuring immediate physical safety is our first priority but emotional bullying can be more damaging than physical. (See ref: Preventing Bullying 2017, DFE).

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. 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. Schools have wider search powers included in the Education Act 2011 to give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

Some pupils/learners may experience considerable difficulties with communication, social interaction and empathy which can affect their ability to reflect on the impact their behaviour has on others or to self-manage their behaviour. These difficulties can mean that some pupils/learners are less likely to intentionally 'bully' others, although behaviour that could be bullying behaviour does occur on occasions. While these actions may not have the same degree of intention as is usual when describing bullying, the effect on the targeted individual or individuals is the same and therefore must be addressed. The way staff members deal with such incidents of behaviour that challenges should take account all individual needs.



At Cambian Brook View School we understand that sometimes there is relational conflict between students. This is not defined as bullying where there is a balance of power. However, where there is unkindness between students the teaching and learning team will endeavour to support students and re-emphasise our core values.

Please see Brook View School's Safeguarding and Child Protection, Behaviour and Online Safety policy for more details.

4. How we set the right ethos of being a 'communicating' school

A 'communicating' school is one where students have the opportunity, trust and relationships with the staff to communicate when bullying is taking place.

We will educate students through assemblies, form time and the PSHE curriculum so that they understand what bullying is, how to report it, what the possible outcomes maybe, a deeper understanding of equality and diversity and different lived experiences of children and young people. Pupils will be taught how to recognise signs of bullying and how they can support their peers.

Preventative Strategies include:

- Using our extensive knowledge of pupils/learners, and strong relationships with home, to recognise any changes that might result in 'bullying' behaviours;
- Changes to individual behaviour plans;
- A functional assessment to understand the motivation underpinning the behaviour change;
- Communicating to pupils/learners about issues of difference through dedicated events or projects;
- Communicating with pupils/learners about how to manage their own feelings and emotions;
- Ensuring that all pupils/learners are appropriately supervised;
- Ensuring that all members of staff are familiar with the policy;
- Watching for early signs of distress and where pupils/learners are able to communicate, listen to what they are saying;
- Ensuring that appreciation and respect for all cultures are promoted;
- Ensuring that all pupils/learners have the means to communicate, where verbal communication is challenging;
- Ensuring that teaching pupils/learners about bullying and its impact is embedded throughout the curriculum offer.
- Ensuring that monitoring and filtering software is effective in protecting pupils/learners from cyber based bullying

5. Recognising the indicators of bullying

Pupils/learners who are being bullied may show changes in behaviour, such as becoming shy and nervous, appetite irregularities, feigning illness, refusing to attend school or clinging to adults. There may be evidence of changes in personal habits, lacking concentration or high levels of distractible behaviour. A pupil may become super-vigilant. Individual behaviour patterns are well known to staff and when there are changes in these patterns the possibility of bullying must always be considered.

Pupils/learners must be encouraged to report bullying. Teaching and learning staff working with these children and young people must report possible bullying and where possible communication strategies must be put in place to allow pupils/learners to express their feelings, emotions and capture the student's voice. Pupils/learners' communications must be listened to at all times.

Staff must be alert to the signs of bullying (in all its many forms) and act promptly and firmly against it in accordance with school policy.

6. Reporting and responding to bullying

Advice taken from 'Preventing and tackling bullying' July 2017

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's Designated Safeguarding Lead (DSL), using our digital recording platform, Behaviour Watch. The DSL may report their concerns to their Local Authority children's social care and work with them to take appropriate action. Full details can be found in Part 1 of Keeping Children Safe in Education 2025 and through our Safeguarding and Child Protection policy.

However, external support can be given to pupils whether or not it is deemed a Child Protection concern. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying. Full details can be found in Part 1 of Keeping Children Safe in Education and Chapter 1 of Working Together to Safeguard Children.

The following steps should 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;
- A clear account of the incident will be recorded on the digital recording platform, behaviour Watch; and share with the appropriate member of the Senior Leadership Team (SLT);
- The SLT member will interview all concerned and keep a record of their findings;



- Information is gathered about the incident before any conclusion is made about whether the incidents were bullying behaviour – both the pupil suspected of 'bullying' and the 'victim' will be listened to carefully;
- Relevant staff and parents/carers will be kept informed;
- If the issue persists, then further support meetings (with parents and staff) will be held;
- In cases where a crime has been committed or a learner is believed to be in imminent danger or risk, the appropriate authorities (police, LA) will be informed immediately prior to any internal investigation. At this point our Safeguarding procedures will be followed;
- If it is suspected that the bullying is in the form of staff on pupil/learner then the disciplinary procedure will be acted upon and a safeguarding concern raised;
- If internet/social media-based bullying is suspected steps MUST be taken to check if the filtering and monitoring software protection can be improved.

Pupils/learners Bullying behaviour or threats of bullying must be dealt with immediately. Pupils/learners who have been bullied will be supported by:

- Immediate support and reassurance;
- Restoring self-esteem and confidence;
- Participating in a restorative conversation, where appropriate.

Pupils/learners who have bullied will be helped by:

- The 'bully' to be informed in a suitable way that their behaviour is inappropriate and must stop;
- Discovering more about the situation to help restore positive behaviours;
- Informing parents/carers to help change the behaviour of the pupil;
- Participating in a restorative conversation, where appropriate.

We aim to use positive methods to create and restore appropriate behaviours. Action that is solely disciplinary is not considered the right choice within our environment and Positive Behaviour Support ethos.

Positive behaviours, social skills and emotional well-being are promoted within the curriculum (e.g., PSHE, assemblies and subject areas, as appropriate).

Bullying outside of school

Within Cambian Brook View School we do not tolerate bullying whether it takes place inside or outside of school. The nature of cyber bullying in particular means that it can impact on pupils beyond the school day. Staff, parents, carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy. The school is active in addressing responsible and respectful use of social media. The school is active in supporting parents and carers to take responsibility for their child's respectful use of social media especially in such a fast-changing environment. Staff will assess whether any other authorities (such as police or local authority) need to be involved.



Preventing and addressing cyber-bullying

To help prevent cyber-bullying, we will ensure that pupils understand what it is and what to do if they become aware of it happening to them or others. We will ensure that pupils know how they can report any incidents and are encouraged to do so, including where they are a witness rather than the victim.

The school will actively discuss cyber-bullying with pupils, explaining the reasons why it occurs, the forms it may take and what the consequences can be. Form Tutors will discuss cyber-bullying with their tutor groups.

Teaching staff are also encouraged to find opportunities to use aspects of the curriculum to cover cyber-bullying. This includes Personal, Social, Health and Economic (PSHE) education, and other subjects where appropriate.

In relation to a specific incident of cyber-bullying, the school will follow the processes set out in this policy. Where illegal, inappropriate or harmful material has been spread among pupils, the school will use all reasonable endeavours to ensure the incident is contained.

The DSL will consider whether the incident should be reported to the police if it involves illegal material, and will work with external services if it is deemed necessary to do so.

Harassing or threatening behaviour/communications

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour or communications could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

We recognise that children are capable of abusing their peers. Abuse will never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”, as this can lead to a culture of unacceptable behaviours and an unsafe environment for pupils.

If school staff feel that an offence may have been committed, they should seek assistance from the police. For example, under the Malicious Communications Act 1988, any person who sends an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender, is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

Staff, volunteers and Regional Lead must follow the school’s Safeguarding and Child Protection procedures set out in our policy.

If you think a child is suffering or likely to suffer harm, or in immediate danger



Make a referral to children's social care and/or the police (999) **immediately** if you believe a child is suffering or likely to suffer from harm, or is in immediate danger. **Anyone can make a referral.**

- **Lancashire County Council – School Safeguarding Helpline: 01772 531196**

Tell the DSL as soon as possible if you make a referral directly.

Please see Brook View School's Safeguarding and Child Protection policy for more details.

Also see the below the following link to the GOV.UK webpage for reporting child abuse to your local council:

<https://www.gov.uk/report-child-abuse-to-local-council>

7. Monitoring arrangements

This policy will be reviewed annually by Rebekah Dennett - Principal. At every review, it will be approved by the Regional Lead / Governing Body. Next review November 2026.

8. Linked policies

This policy links to the following policies and procedures:

- Safeguarding and Child Protection Policy
- Admissions Policy
- Attendance Policy
- Safer Recruitment Policy
- Curriculum Policy
- Relationship, Behaviour and Positive Handling Policy
- Health and Safety Policy
- Online Safety Policy
- Staff Code of Conduct Policy
- Complaints Policy
- Whistle-Blowing Policy
- Additional Learning Needs Policy