

Brookvale Groby Learning Campus

part of the Brookvale Groby Learning Trust



ANTI-BULLYING POLICY 2023 – 2026

Reviewed and approved by Education & Standards Committee:

Summer Term 2022/23

Date of next review:

Summer Term 2026/27

Statement of Intent:

Brookvale Groby Learning Campus recognises that there is the potential for bullying in all organisations and at all levels. Brookvale Groby Learning Campus stands against bullying; it is anti-social behaviour and affects everyone, it is unacceptable and will not be tolerated.

As a campus it is our intention to minimise the incidence of bullying behaviour through a regular and overt focus on anti-bullying. This will include assemblies, activities in tutor time, the provision and training of a Supportive Friends group, involvement in National Anti-Bullying Week, work in Lifeskills and IT lessons, parent workshops, student voice collections and regular anti-bullying site walks. Staff receive periodic, discrete anti-bullying training.

Students and staff are entitled to come to Brookvale Groby Learning Campus without fear of bullying from **any** member of the campus community.

Where bullying is suspected or identified, pupils, parents, staff and trustees have a right to expect that the Brookvale Groby Learning Campus will conduct thorough investigations, institute fair sanction, train and educate, provide support, and where appropriate, broker restorative meetings.

The extent of this policy includes incidents that take place on the campus site during school hours. Provision is also made in the Education and Inspections Act 2006 for schools to have the power to put sanctions in when incidents occur out of campus hours or away from the site in a variety of circumstances. These include: whilst pupils are on their way to or from campus, whilst wearing campus uniform, where incidents may have an impact on the smooth running of the campus or have a negative impact on the campus' reputation.

Our Principles and Values:

The campus aims to promote justice, equal opportunities and fair treatment for all. In partnership with parents, trustees, students and all staff, we are committed to promoting a safe community and a caring learning environment where bullying in any form is unacceptable. Our values are encapsulated in our motto – Work hard, Be Kind.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. This includes participating as a bystander and not acting to address the situation. Students are educated about Child on Child Abuse and the notion that some abusive behaviours are not part of "banter". Students are also alerted to the dangers of initiation and hazing behaviours

Bullying can be:

Linked to Protected Characteristics under the Equality Act 2010. As below:

- Racially, religiously, culturally or belief based - the motivation for bullying is based on the target's skin colour, nationality, culture or belief.
- Disability - individuals or groups are targeted because of Special Educational Needs or disability including learning difficulties, sensory impairment or mental health conditions.
- Sexual Orientation - including homophobic and bi-phobic bullying. It is based upon prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Individuals or groups can be

targeted because of their actual or perceived sexuality. People who have lesbian, gay or bi family members can also be targeted as can students who do not conform to gender stereotypes.

- Gender Reassignment - relates to transphobic bullying. It is based upon prejudice or negative attitudes, beliefs or views about trans people. Transphobic bullying affects people who are trans but can also affect those questioning their gender identity as well as people who are not trans but do not conform to gender stereotypes.
- Sex - relates to sexual bullying and can relate the target's gender or body, this can have a sexual and / or sexist element.

Bullying can also be linked to:

- Appearance or health conditions - where an individual or group are targeted because of their physical appearance or a health condition for example a disfigurement, a traumatic injury, severe skin conditions
- Home circumstance - where the motivation for bullying is based on the persons living arrangements for example: young carers, children in care or geographical locality.

Bullying may take the form of:

- Verbal bullying - name calling, sarcasm, spreading rumours, teasing
- Physical bullying - pushing, kicking, punching, hitting or any use of violence
- Emotional and Psychological bullying - being unfriendly, excluding, tormenting (eg hiding books or equipment, making threatening gestures) initiating rumours, causing social exclusion
- Cyber bullying - the use, for bullying, of all areas of the internet such as email and internet chat room and social media. The use of mobile phones and associated technology (camera and video facilities) to send threats by call, text, email or app.

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from the campus. Students must be encouraged to report bullying to any adult at Brookvale Groby Learning Campus or go directly to the Student Support Department. Students can also refer themselves or other students for anti-bullying support via 'Worry Boxes' located in the Groby Canteen, Library or the Hub. There are also online referral forms for both anti-bullying and sexual harassment which can be found in the student / safeguarding section of the school website.

STUDENTS:

What can you do if you are being bullied?

- 1) Tell an adult you trust. Staff will take you seriously and are experienced in dealing with bullies in a way which will end the bullying and will not make things worse. In school, your form tutor during registration is a good person to talk to. Student Support are available at break-times and before and after school. If you would prefer, you can speak to any of the other adults in school who you trust.
- 2) Tell another student who can speak on your behalf if you are nervous about approaching an adult.
- 3) Drop a note in the Worry Boxes in the Groby Canteen, Library or Hub.
- 4) Fill in an online antibullying or sexual harassment referral form found in the students' section of the school website.
- 5) Tell yourself that you do not deserve to be bullied. Be proud of who you are. It is good to be an individual.

- 6) Try not to show that you are upset (which is difficult).
- 7) Try to stay in a group of people. There is safety in numbers.
- 8) Try being assertive - say 'NO' really firmly. Walk confidently even if you don't feel that way inside. Practise this.
- 9) If you are being bullied, try to give clear and accurate evidence of what happened, where and when.
- 10) You have a right to defend yourself but be careful you don't 'bully back'.

What can you do if you see bullying going on?

- 1) Take action, when someone is being bullied or is in distress. Watching and doing nothing looks as if you are on the side of the bullying behaviour. It makes the target more unhappy and isolated.
- 2) Tell an adult immediately. Staff have ways of dealing with bullies without getting you into trouble.
- 3) Drop a note on the behalf of the target into the Worry Box or use the online referral form.
- 4) Do not tolerate bullying behaviour.
- 5) Be supportive and sympathetic. If you are worried about helping someone, talk to an adult whom you trust.

REMEMBER

Your silence is the bully's greatest weapon

PARENTS:

- 1) Watch for signs of distress in your children. For instance, they could be unwilling to attend school, feel unwell regularly, or have missing equipment.
- 2) Take an interest in your child's social life. Discuss friendships, how lunchtime is spent, and the journey to and from campus.
- 3) Inform your child's Head of Year/the Student Support Department immediately if you feel your child may be a target of bullying behaviour. Your complaint will be taken seriously and an action plan will be worked out together.
- 4) Don't encourage your child to hit back, this often makes matters worse.
- 5) Make sure your son or daughter knows there is nothing wrong with him or her. It is not their fault.
- 6) Monitor their use of the Internet, social media, chat rooms and mobile phones.

BROOKVALE GROBY STAFF:

As staff we shall continue to:

- 1) Organise the Brookvale Groby Learning Campus to minimise opportunities for bullying, by the distribution of the updated Anti-Bullying Policy to all teaching & support staff.
- 2) Use any learning opportunity for talking about ways of behaving towards one another (assemblies, Lifeskills lessons, anti-bullying week/day, tutor time).
- 3) Make sure that students know this policy, including the section on telling adults. Anti-bullying details are displayed across the campus.
- 4) Deal quickly and firmly with complaints using consequences from the 'Standards and Behaviour Policy'.
 - A witness / incident statement form will be completed
 - The incident will be investigated by the Student Support Department
 - The Incident will be recorded
 - Consequences will be issued where necessary

- Involve parents/carers immediately
- Follow up to make sure the plan is working.

Consequences may include but are not limited to:

- Detentions
- Period spent in High Supervision
- Suspension or Permanent Exclusion from school.

Reporting and Responding to Bullying – Campus Procedures:

Following any report of bullying, staff will use the following protocol:

1. Conduct a thorough investigation of the complaint. This may involve recording the views of all those involved and of possible witnesses. CCTV may be used as part of this process. This investigation will usually be conducted by Student Support. In some cases, the campus may use the specific powers, provided in the Education Act 2011, which give campus staff the authority to search for and confiscate any items that may have been used in bullying incidents.
2. Issue appropriate sanctions to perpetrators. Depending upon the nature of the incident(s) this may range from discussion with those accused, through detentions, isolation and other campus disciplinary sanctions. Where appropriate, suspensions may be issued. Where other sanctions are deemed to have been unsuccessful in changing behaviour, Managed Moves to other local schools or Permanent Exclusion will be considered.
3. Provide support for the targets of bullying. This may be informal and short term or a longer, planned piece of work. The target's own views, and those of their parents, will be paramount in the planning of this work.
4. Following the completion of sanctions or as part of that process, perpetrators will complete work designed to look at the impact of their actions with a view to changing their bullying behaviour.
5. The parents of targets and perpetrators will be informed by campus staff of incidents and where appropriate their views sought regarding next steps.
6. Where appropriate, refer to other agencies. These may include Social Care, Police, CAMHS, Educational Psychology, Local Area Behaviour and Admissions Panel, School Nurse, HBEP etc...
7. Conduct restorative meetings if in the view of all concerned, this would be helpful.
8. Record all incidents of bullying and sanctions issued. This log will be monitored by Mrs Ruth Goddard (Pastoral Support Officer/Anti-Bullying Co-ordinator), Mrs Tina Rummig (Pastoral Manager) and Mr Greg Godwin (Senior Deputy Headteacher). The data is recorded electronically and work packs are completed and kept in a secure file for future information. All information will be used for identifying patterns and reporting to Trustees.

SEND and Equality :

In "Valuing Everyone" at Brookvale Groby Learning Campus it is our intention and duty to ensure that the needs of all students with SEND or a Disability are met and, where necessary, reasonable adjustments are made. This is true in the case of behaviour and discipline as it is in every other aspect of the campus.

Students will not be subject to sanction as a result of behaviour which arises from either a failure to meet a student's special educational need/disability or to make reasonable adjustment that could have prevented that behaviour occurring.

Where the behaviour of a student with a SEND or disability is found to have breached the campus rules (and where appropriate support has been in place) the investigation of the incident and sanction

following it will take due notice of the needs of that student. Reasonable adjustments will be made to the campus' usual processes and sanctions, as determined by the needs of the individual students.

Staff Responsible for the Implementation of this Policy:

1. Mr W Teece, Headteacher
2. Mr G Godwin, Deputy Headteacher (Student Wellbeing)
3. Mrs B Rumming, Lifeskills Subject Leader
4. Mrs T Rumming, Student Support Manager
5. Mrs R Goddard, Anti-Bullying Coordinator.

Conclusion:

Bullying affects everyone, not just those with bullying behaviour and their targets. It also affects those other children who watch, and less aggressive students can be drawn in by group pressure. Bullying should not be accepted as an inevitable part of school life, nor as a necessary part of growing up. It does not usually sort itself out. Everyone in the school community should take on the responsibility of ensuring a happy and secure environment for students, so that they will best benefit from the opportunities available.

Monitoring, evaluation and review:

The campus will review this policy biennially with parents/carers, Trustees and students, and assess its implementation and effectiveness.

This policy will be promoted and implemented throughout the Brookvale Groby Learning Campus and published on our website and in tutor rooms. This policy should be viewed in conjunction with the following policies: Safeguarding, Equality, Choices (Behaviour).

This policy has been written in consultation with students, parents/carers, staff and Trustees.

Chair of Education & Standards Committee: B Jones

Date: 6th June 2023

Annex:

[DfE Preventing and Tackling Bullying July 2017](#)

[DfE Behaviour in Schools September 2022](#)

[DfE Searching, Screening and Confiscation. Advice for Schools September 2022](#)

Specialist Organisations:

The Anti-Bullying Alliance

Kidscape

Beyond Bullying (Leics. County Council Provision)