Blatchington Mill School

Anti-bullying Policy

Date Policy Created:	February 2013
Date of Last Amendment:	November 2021
Date to be Reviewed:	

Contents

1. Policy Framework

Blatchington Mill School and Sixth Form College believes that the school should enable each student to realise their potential and acquire all necessary skills and values in order to live a full, flexible and rewarding life in the changing, modern world.

Initiated:	February 2013
Groups Consulted:	Governors Staff Parents Students
Date Reviewed:	February 2013 by Governor's Student Matters Committee December 2014 by Richard Chamberlain December 2015 by Lindsey Thompson
Audience	Parents Staff Governors Students
Policy located:	Portal (Parents, Staff and Students)
Policy Format:	Full
Lead Member of Staff:	Alessandro Capozzi - Deputy Head Teacher

2.   Anti-bullying Policy

2.1   Anti-Bullying: our philosophy

- At Blatchington Mill we believe Bullying is unacceptable as it affects the social, emotional well-being and development of students and will not be tolerated in our school.

- Alongside this anti-bullying policy we have strategies to prevent and reduce bullying; these are tied in to the School Development Plan, support our safeguarding and behaviour policies and inform our PSHE and pastoral work. We are committed to equal opportunities, equalities and celebration of diversity. All staff, students, parents and carers have a shared responsibility to respond to and to report bullying.

3.   What is Bullying?

3.1   What is Bullying?

- It is deliberately hurtful behaviour by an individual or group.

- It is repeated over a period of time.

- This hurt can be physical or emotional.

- Bullying is different to mutual arguments and disagreements, and single or random acts of nastiness or spite.

- Bullying can take place anywhere in school and throughout the school day.

3.2   Bullying can take many forms

Bullying can take many forms and is often motivated by prejudice. The four main forms are:

- Physical – hitting, kicking, and taking belongings.

- Verbal – name calling, insulting, or discriminatory remarks.

- Cyberbullying – including bullying through social networks. This can happen 24/7.

- Indirect - spreading nasty stories about someone, deliberately excluding someone from friendship or social groups.

- Bullying is often motivated by prejudice against particular groups, for example on grounds of sex, race, age, sexuality, gender identity, religion and disability, appearance or health conditions or because a student is adopted or has caring responsibilities. It might be motivated by actual differences between students, or perceived differences.

- Bullying of staff is also unacceptable, whether by students, parents and carers or other staff.

How we prevent Bullying

3.3   We aim to prevent bullying by encouraging our students:

- To build co-operative relationships with others.

- To avoid and resist bullying behaviour at any level.

- To resolve difficult situations without resorting to bullying or violence.

- To understand values of respect and how our actions affect others.

- To understand any prejudice based language is unacceptable.

- To openly discuss differences between people that could motivate bullying.

- To know how to report bullying quickly and confidently.

3.4   We tackle any bullying in school because:

- Students who are being bullied are unlikely to concentrate fully on their school work.

- Some students avoid being bullied by not going to school.

- Some students who observe unchallenged bullying behaviour may copy this anti-social behaviour.

- Students deserve to feel safe and secure at home (e-safety), at school and on the way to and from school.

Dealing with Incidents of Bullying

3.5 Students (if you have been bullied):

- If you feel able, ask the bully to stop. Try not to show you are upset or angry.

- Try to ignore the bullying, say 'no' firmly and walk away.

- Tell a friend what is happening.

- Tell a teacher or another adult in school.

- Talk to your Assistant Year Team Leader in the Year Office or your Form Tutor.

- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.

- Tell your family.

- Speak to one of our Supportive Listeners/Peer Listeners or Senior Students.

3.6 Parents (watch for signs of bullying)

- Monitor social networks/computer use.

- Listen and talk to your child about the situation. Give sensible advice.

- Contact your child's Form Tutor or the Year Office (Year Team Leader or Assistant Year Team Leader) immediately if you are worried.

- Reinforce the value of good behaviour.

3.7 School Friends

Students can support our zero tolerance policy by being the 'eyes and ears' of the school. We are proud to be a 'telling school:

- Alert a teacher to your concerns.

- Talk to your friends about the situation.

- Above all – always tell someone. Adults will usually need to intervene to stop bullying.

■ All students have a responsibility to avoid encouraging or inciting bullying.

3.8   School (any reports of bullying will be treated seriously):

■ The response will depend on the nature of the incident and may involve a variety of strategies and sanctions.

■ This could range from warnings to exclusions for serious incidents.

■ School will investigate promptly and communicate effectively with home.

■ School will support the victims of bullying and work with the bully to change behaviours.

■ If appropriate, counselling, restorative justice and problem solving approaches may be used, alongside protective behaviour and assertiveness support.

■ Cyberbullying may be reported to the police.

■ The school will monitor bullying incidents and how safe students feel at school, including Student Voice and through the annual Safe and Well at Schools Survey – this will inform our pastoral support and Curriculum planning. This information will be shared with students, staff and Governors.

■ The Deputy Headteacher (Student Welfare) will co-ordinate the recording and monitoring of incidents and patterns of bullying.

■ School will work to prevent bullying through a range of strategies including PHSE and links across the Curriculum, assemblies and enrichment activities, Anti-bullying week activities, communications with all stakeholders, staff training, student voice, mentoring, small group work, targeted workshops and student listeners.

4.   Anti-bullying Policy Contacts and References

All stakeholders are asked to take positive action against bullying rather than ignoring it or colluding with it.

Silence allows bullies to bully!

Say NO to bullying.

Further information on bullying can be found at:-

http://familylives.org.uk/
http://www.beatbullying.org/
www.bullying.co.uk
www.antibullying.net/

Information about safe use of the Internet for parents and students can be found at:-

http://www.childnet.com/
www.internetsafetyzone.co.uk

Contact in School: Mr A Capozzi – Deputy Head Teacher