



BROOK INFANT SCHOOL  
AND NURSERY

## **ANTI-BULLYING POLICY**

School includes our nursery, any after school clubs and breakfast club.

### **Introduction**

As a school we are following a Therapeutic Approach to supporting our children to develop pro-social behaviours. Please see our Behaviour and Relationship policy for more information.

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

The purpose of this policy is:

- to prevent bullying from happening between children who are a part of our school
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

We recognise that:

- bullying causes real distress and affects a person's health and development in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

### **What is bullying?**

According to GOV.UK:

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It can involve people of any age, and can happen anywhere – at home, school or using online platforms and technologies (cyberbullying). This means it can happen at any time.

Bullying can be a form of discrimination, particularly if it is based on a child's disability, race, religion or belief, gender identity or sexuality.

Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions we have set out below.

### Verbal abuse:

- name-calling
- saying nasty things to or about a child or their family.

### Physical abuse:

- hitting a child
- pushing a child
- physical assault.

### Emotional abuse:

- making threats
- undermining a child
- excluding a child from a friendship group or activities.

### Cyberbullying/online bullying:

- excluding a child from online games, activities or friendship groups
- sending threatening, upsetting or abusive messages
- creating and sharing embarrassing or malicious images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games
- voting for or against someone in an abusive poll
- setting up hate sites or groups about a particular child
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

### **As a Parent:**

- If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your complaint will be taken seriously, and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse.
- Reassure your child there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware they must not be afraid to ask for help.
- Be aware of what your child is doing online and how to keep themselves safe. Set up parental security measures and ensure your child does not use the internet alone.

### **As a School:**

We seek to prevent bullying by:

- Actively teaching our children how to behave pro-socially:
  - to look after one another
  - to listen to each other
  - to learn about and celebrate difference
  - to make sure that no one is without friends
  - to deal with problems in a positive way
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied by providing time for them to talk to a trusted adult in school and ensuring they understand they do not deserve to be bullied and to be proud of who they are
- the needs of the person displaying bullying behaviour by working to unpick the root of the behaviour in line with our Behaviour and Relationship policy
- Use of Protective and Educational consequences to stop it re-occurring

Please refer to the following policies for more guidance:

- Safeguarding
- online safety
- Behaviour and Relationships

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