



# ANTIBULLYING POLICY

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Scope: Preparatory and Pre-Preparatory Schools



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## 5. CYBERBULLYING AND ONLINE SAFETY

Cyberbullying is specifically bullying that occurs through digital meansIt can happen via social



## Pre-Preparatory School

- All reported cases will be investigated. Records must be kept through the Pre-Preparatory School. As a consequence of the measures in the Preparatory School, the records are kept to identify patterns of behaviour and to ensure the opportunity to evaluate the effectiveness of the measures.
- Cases of bullying or suspected bullying in the school or around the School will be acted on immediately by the management.
- Parents of all parties involved will be informed.
- Consequences for incidents of bullying will be in line with the guidance offered within the Pre-Preparatory Positive Behaviour Procedure. For incidents of a significantly serious nature, permanent exclusion may be considered appropriate and necessary.
- All staff who have contact with children (and staff) are to be made aware of the problem and to report back to the Class Teacher or Deputy Head (Pastoral), Headmaster immediately if they observe any further inappropriate behaviour from the child or children concerned.
- The situation will be carefully monitored to prevent any reoccurrence and to ensure that the victim(s) receive appropriate support.
- In certain situations, it may be necessary for outside agencies to be contacted (Police, Social Services etc.). Contact with external agencies would always be at the discretion of the Headmaster.

## 8. STAFF AWARENESS

- Anti-bullying procedures and advice form an important part of staff meetings and annual staff training.
- Staff are asked to watch for early signs of distress in pupils e.g. deterioration of work, illness, isolation, desire to remain with adults, avoiding Houses or play areas at break times, erratic attendance.
- Staff need to be aware of racist and sexist language or actions.
- Staff need to be aware of the specific challenges that boarding pupils face. If bullying occurs within a boarding house, pupils affected by this will not have the same sense of security as a day pupil may have when going home.

## 9. EDUCATION

The School aims to prevent bullying by making use of various strategies:

- use all pupils as a positive resource in countering bullying (the key factor)
- encourage pupils to report bullying (not just in the school only)
- use the School's Anti-Bullying Policy as a basis for regular talks, presentations, assemblies, etc.
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- when appropriate, use opportunities from the curriculum and throughout the teaching day to address bullying.

The School provides for pupils to receive education in:

- conflict resolution and negotiation skills
- personal and social responsibility
- respect for others
- empathy to others

## 10. PUPILS ('WHO TO TURN TO' IN THE PREPARATORY SCHOOL)

It is of paramount importance that pupils should know to whom to turn to, for example their tutor, class teacher, the School Chaplain or the Headmaster. All pupils are reminded through regular assemblies that bullying is unacceptable and that it will be acted upon.

discreetly and sensitively via our counselling procedures.

## APPENDIX: FURTHER READING AND SOURCES OF INFORMATION

### Department for Education Resources

- **Behaviour and Discipline in Schools: Advice for Headteachers and School Staff** (DfE February 2014)
- **Approaches to Preventing and Tackling Bullying in Schools** (DfE June 2018)
- **Make Them Go Away** (A video resource about bullying affecting children with disabilities)
- **...** ( ... )

### Legislative Links

- **...** ( ... )
- **Power to tackle poor behaviour outside schools** (2006 Section 89(5))
- **The Equality Act 2010**

### Specialist Organisations

- **The Anti-Bullying Alliance (ABA):** The Anti-Bullying Alliance (ABA) brings together various organisations into one network to develop and share good practice across the country on various issues
- **Beatbullying:** A bullying prevention charity with a focus on working directly with children and young people. In addition to resources for schools, Beatbullying have developed the Cybermentors peer support programme for young people affected by cyberbullying
- **Kidscape:** Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and awareness training for young people
- **Restorative Justice Council:** Includes best practice guidance for practitioners 2011
- **[2016 annual bullying survey](#)** from anti-bullying organisation **[Ditch the Label](#)**

### Cyberbullying and Online Safety

- **[Child Exploitation & Online Protection Centre \(CEOP\)](#)** a law enforcement agency that helps keep children and young people safe from sexual abuse and grooming online
- **[ChildNet International](#)** Specialist resources for young people to raise awareness of online safety and how to protect themselves
- **[Digizen](#)** Provides online safety information for educators, parents, carers and young people
- **[Internet Matters](#)** Provides help to keep children safe in the digital world
- **[Think U Know](#)** Resources provided by the Child Exploitation and Online Protection Centre (CEOP) for children and young people, parents, carers and teachers
- **[UK Council for Internet Safety \(UKCIS\)](#)** This Government website provides access to a range of resources for schools, colleges and parents about how to keep children safe online, most of them published under its former identity of the UK Council for Child Internet Safety (UKCCIS)

### LGBTQ+<sup>2</sup>

- **[Barnardos](#)** Through its LGBTQ Hub, this site offers guidance to young people, parents and teachers on how to support LGBTQ students and tackle LGBTQ prejudice-based bullying
- **[EACH](#)** (Educational Action Challenging Homophobia): Provides a national Freephone Action line for targets of homophobic or transphobic bullying and training to schools on sexual orientation, gender identity matters and cyberhomophobia
- **[The Proud Trust](#)** Helps young people empower themselves to make a positive change for themselves and their communities through youth groups, peer support, delivering of training and events, campaigns, undertaking research and creating resources
- **[Schools Out UK](#)** Offers practical advice, resources and training to schools on LGBTQ equality in education

<sup>2</sup> Bromsgrove School recognises that various abbreviations may be used by different organisations or sources



- [Stonewall](#) An LGBTQ+ equality organisation with considerable experience in LGBTQ+ bullying in schools, a dedicated youth site, resources for schools, and specialist training for teachers

#### SEND

- [Mencap](#) Represents people with learning disabilities, with specific advice and information for people who work with children and young people
- [Changing Faces](#) Provides online resources and training to schools on bullying because of physical difference
- [Cyberbullying and children and young people with SEN and Disabilities](#) Advice provided by the Anti-Bullying Alliance on developing effective anti-bullying practice
- [Anti-Bullying Alliance SEND resources](#) Advice provided by the Anti-Bullying Alliance for school staff and parents on issues related to SEND and bullying

#### Mental Health

- [MindEd](#) Provides simple, clear guidance on mental health and includes information for adults on identifying, understanding and supporting children who are bullied
- [PSHE Association](#) Provides guidance on improving the teaching of mental health issues
- [YOUNGMINDS](#) Offers Mental health support to children and young people, as well as advice to parents, on all sorts of matters including bullying
- [The Kaleidoscope+ Group](#) A Mental health charity providing support to members of the local community (based in Sandwell)

#### Race, Religion and Nationality

- [Educate Against Hate](#) Provides teachers, parents and school leaders with practical advice on protecting children from extremism and radicalisation
- [Show Racism the Red Card](#) Provides resources for schools to educate young people about racism, often using the high profile of football
- [Kick It Out](#) Uses the appeal of football to educate young people about racism and to provide education packs for schools
- [Tell MAMA](#) Measuring Anti-Muslim Attacks (MAMA) offers support and provides resources in any form of Anti-Muslim abuse

Sexual Harrassment and Sexual Bullying(c)9(h)-2(oo)-2(l)-106(le)12(a)-3(d)1 TJETO@.000008871 0 595.32 841