Anti-Bullying Policy

Approved by:	Governing Body
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Introduction, ethos and aims of the policy

At Fullbrook School, we are dedicated to fostering an environment where every child is valued, cared for and heard. Guided by our core values of kindness, hard work and ambition, we strive to ensure our students feel supported, challenged and inspired to achieve their goals and academic potential.

In conjunction with our Behaviour Policy and Safeguarding Policy, the Anti-Bullying Policy aims to ensure that every student feels valued as an individual and can enjoy their school experience free from disruption, intimidation, or harm. We are committed to actively challenging and stopping bullying in all its forms.

Any form of bullying is unacceptable at Fullbrook School. Bullying goes against the heart of our community values and is in direct conflict with Fullbrook way. When bullying or harassment does occur, students must feel confident to speak to any member of staff or to a parent/carer, knowing that concerns will be taken seriously, investigated promptly, and addressed consistently and effectively.

We also emphasise that everyone has a responsibility to report bullying. Any student who knows that bullying is happening is expected to inform a member of staff, or report it using the 'log a concern' app, so that we can protect those involved, address the behaviour swiftly, and maintain a safe, respectful and inclusive school environment.

Everybody at Fullbrook School has the right to feel safe and shares the duty to help keep others safe from poor behaviour, bullying, abuse or violence.

Our whistle-blowing policy and practice are active and represent our shared ownership of our policies on Safeguarding, and Behaviour.

Fullbrook School rejects all forms of bullying. We will make sure that everyone in our school community knows that they have the right to feel safe regardless of their background, colour, age, race, appearance, gender, gender reassignment, sexual orientation, religion and belief, ability or disability.

We will speak out if we have a concern about our own or someone else's safety and comfort. We will ask everyone to help create an environment in which we can work and learn safely. We all commit ourselves to a programme of prevention and to prompt investigation and effective action when incidents of bullying occur.

We will do this by:

- Setting out the school's desire and obligation to deal with all instances of bullying
- To provide a definition of bullying
- To provide staff, students and parents/carers information on what to do if bullying arises

- To safeguard students who experience bullying, offering appropriate support to meet the needs of the victim
- To demonstrate the school's commitment to addressing and tackling all types of bullying and harassment
- To ensure we are vigilant to bullying that may be experienced by students with SEND, Looked After Children, students of differing races and religions, LGBTQ+ groups as well as those who are most disadvantaged or vulnerable
- To promote tolerance and kindness and ensure that all members of the school community accept and support a non-bullying ethos

Definition

At Fullbrook School, we define bullying as **unwanted, intentional and persistent behaviour** that creates a **real or perceived imbalance of power**, and is used to distress, control or harm another individual. This behaviour may be direct or indirect and may range from simple interpersonal incidents to more complex patterns of abuse.

For a behaviour to be considered bullying under this policy, it must meet all the following criteria:

- **It is deliberate**
- **It occurs repeatedly over time**
- **It involves a real or perceived power imbalance** that is used to influence, intimidate or harm others

As a result, **isolated or one-off incidents**—while still taken seriously—are **not classified as bullying** under this definition, and will instead be addressed in line with the school's Behaviour Policy.

Bullying can happen to any student, at any time, for any reason. Bullying takes many forms and can include: physical assault, teasing, making threats, name calling and/or cyber bullying (e.g. by computer/mobile phone via email, social network sites and/or instant messenger services). Some categories of bullying include:

- **Emotional** – being unfriendly, excluding, tormenting (e.g. threatening gestures)
- **Physical** – pushing, kicking, hitting, hurting, punching or any use of violence
- **Racist** – racial taunts, graffiti, gestures
- **Sexual** – unwanted physical contact or sexually abusive comments
- **Homophobic** – because of, or focusing on the issue of sexuality
- **Verbal** – name-calling, sarcasm, spreading rumours, teasing
- **Cyber/online** – all areas of internet, such as e-mail, social network sites (for example: Instagram, Snapchat), internet chat room misuse, video uploading sites (for example: YouTube). Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

In line with the Equality Act (2010) the school will treat seriously any forms of bullying which are focused on protected characteristics. There is no place for racist, homophobic, disability-based, sexist, transphobic language or behaviour in our school.

The Law

Some forms of bullying are illegal and will be reported to the police. These include:

- Upskirting
- Repeated harassment or intimidation, for example, threats and abusive phone calls, or social media messages
- Hate crimes

Prevention of Bullying:

At Fullbrook School, we are committed to preventing bullying by taking proactive steps to educate, safeguard, and support every member of our community, this will be incorporated through:

- **Teaching about bullying, respect, e-safety and responsible choices** through lessons, assemblies, and tutor time, ensuring students are prepared to navigate challenges safely and confidently.
- **Encouraging teamwork, collaboration and appreciation of others** through planned classroom activities that model respect and promote aspiration for positive relationships.
- **Modelling respectful, tolerant and accountable behaviour** in all staff–student and staff–staff interactions, demonstrating the commitment we expect from all members of our community.
- **Providing duty supervision** during breaks and lunchtimes so students remain prepared, supported and able to enjoy social time in a positive environment.
- **Celebrating students' achievements and valuing Student Voice** in discussions about bullying, fostering aspiration and recognising the importance of accountability in shaping a safe school culture.
- **Ensuring all staff, students and parents understand, uphold and take** accountability for the school's anti-bullying policies, reinforcing our shared commitment to Fullbrook Way.
- **Providing training and leadership opportunities for our anti-ambassador student leaders**, inspiring aspiration, strengthening commitment, and modelling respectful advocacy across the school.

Responsibilities:

Here at Fullbrook we understand that it is every staff member's duty to prevent, report and investigate incidents of bullying.

As the result of this all staff are responsible for:

- Ensuring that this policy and associated procedures are always followed and are consistently and fairly applied to all students
- Ensuring that our values are modelled and upheld
- Responding to changes in behaviour of students which might suggest that they are a victim of bullying
- Creating a climate of tolerance in their classroom based on kindness and mutual respect where bullying is not accepted and where students are encouraged to report any cases of bullying
- Acting swiftly when they discover a case of bullying and following the policy and associated procedures.

Parents and Carers should:

- Contact their child's Form Tutor or Head of Year in the first instance to report any incident of bullying about which the school might not be aware

Students should:

- Report to a member of staff if they are being bullied
- Report to a member of staff if they are aware of someone else being bullied
- Use the 'log a concern' app
- Take part in discussions about ways of preventing bullying

Procedure: (Information gathering)

Once an incident of possible bullying has been reported, our aim is to fully investigate the allegation to ensure that all the relevant facts are known. We will work with all parties involved to resolve any ongoing issues and thus minimise the chances of any repeat incidents.

Each situation is different and, although the school follows the broad approach below, certain details may make some stages inappropriate. Our goal in this process is to prioritise the safety of the student being bullied and to apply a consistent and fair process that works towards resolution and the prevention of recurrence.

Staff Responsibility:

Any staff member who witnesses or receives a report of bullying must:

1. Secure safety:
    a. If witnessing bullying, intervene to protect the targeted student(s) where safe to do so.
2. Record promptly:
    a. Make a brief note of what happened.

b. Input the incident on CPOMS

3. Notify without delay:

    a. Report to the victim's Form Tutor, Head of Year or Student Support Officer.

Investigation and Next steps

Statements should be gathered promptly from the victim, the alleged perpetrator, and any witnesses who can provide relevant information.

An Evidence of Incident (EOI) form should be compiled by the administration team.

Outcomes & Sanctions

The school will take timely action to safeguard students and address behaviour. The Head of Year and/or the Assistant Principal will implement a range of support and intervention which may include:

- Applying appropriate consequences in line with the Behaviour Policy
- Using restorative approaches to help the victim feel heard and safe, and to ensure the perpetrator understands the impact of their actions
- Agreeing an action plan or behaviour contract to set clear expectations for future conduct
- Offering ongoing pastoral support
- Placing a student on a Report if concerns are persistent or complex
- Keeping parents informed of actions taken and progress made during follow-up reviews.

Follow-Up & Monitoring

The Head of Year/Student Support Officer/Form Tutor will:

- **Conduct regular check-ins** with the victim and their parents/carers to ensure the student's

ongoing safety and wellbeing

- **Monitor the perpetrator's behaviour closely**, ensuring they are meeting expectations, complying with agreed actions, and demonstrating sustained improvements
- **Review class and lesson dynamics** where students are taught together, identifying any emerging risks, patterns of behaviour, or adjustments needed to maintain a safe learning environment.
- **Ensure all safeguarding and behaviour records are updated promptly**, including CPOMS (victim safeguarding log) and Classcharts entries, so that staff have an accurate, up-to-date overview of the situation and interventions in place.

SEND students and reasonable adjustments

At our school, sanctions are applied fairly, proportionately, consistently and reasonably, taking account of any SEND or disabilities that students may have, and taking into consideration the needs of vulnerable children. Bullying by children with disabilities or SEND is no more acceptable than bullying by other children, and it should be made clear that their actions are wrong and appropriate sanctions imposed. We expect all students to be proactive and seek help from members of staff if they witness another student being hurt or they are concerned about others.

Links to other policies

- Child Protection and Safeguarding Policy
- The Behaviour Policy
- E-Safety Policy
- Whistleblowing Policy

Where to get help and advice

There are lots of organisations that provide support and advice if you're worried about bullying:

- Anti-Bullying Alliance
- Bullying UK
- Childline
- The Diana Award
- Internet Matters
- The UK Safer Internet Centre
- UK Council for Child Internet Safety (UKCCIS)

HCC Advice and information for parents/carers about bullying (printable leaflet):

- http://documents.hants.gov.uk/childrens-services/bullying-2.pdf