

EASTBROOK SCHOOL



Anti Bullying Policy February 2024

This policy has been updated to reflect the updated guidance 'Keeping Children Safe in Education (2023)'.

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1.Rationale

The purpose of this policy is:

- to prevent bullying from happening between children and young people 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. This policy applies to anyone at Eastbrook School, including governors, staff, pupils, agency staff, volunteers and visitors.

This policy is in line with statutory polices and guidance, and other key school policies:

- Keeping Children Safe in Education, 2023
- Working Together to Safeguard Children, 2018
- Eastbrook Behaviour Policy and Code of Conduct for Pupils and Staff
- Safeguarding and Child Protection Policy
- Online Safety Policy

2.What is Bullying?

Bullying includes a range of abusive behaviour that is

- repeated and persistent
- intended to hurt someone either physically or emotionally

This includes:

- physical or emotional abuse e.g. hitting, kicking, pushing, making offensive comments, spreading rumours

- ignoring or not including someone
- taking or destroying someone's property
- racist, homophobic or sexist comments
- name-calling or taunting about appearance, ability or a special need

Bullying can take place using different methods including mobile phones and the internet (cyber-bullying).

3. Types of Bullying

- Emotional - being unfriendly, excluding, tormenting
- Physical - hitting, kicking, pushing, taking another's belongings, any use of violence
- Racial - racial taunts, graffiti, gestures
- Sexual - explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
- Direct or indirect verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber-bullying - bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

4. Signs and Symptoms of Bullying

Children and young people can find it difficult to talk about bullying but can show other signs. Below are some examples and if any of this behaviour is noticed, this should be reported to the safeguarding team immediately:

- behaviour changes and is different to their usual behaviour
- becomes withdrawn, anxious and low confidence
- is unwilling or refuses to go to school
- is worried about walking to and from school, may request to be driven
- truanting
- unexplained injuries, cuts and bruises
- has missing or damaged possessions
- asks for money or starts stealing money
- stops eating or is very hungry (if lunch has been taken away)
- becomes angry and aggressive towards others
- seems anxious or frightened when receiving a message
- begins to self-harm or possibly attempt suicide

5. Effects of Bullying

We recognise that:

- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm.
- all children, regardless of age, disability, gender, 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.

6. Ethos of Eastbrook School

Eastbrook School aims to provide a safe and caring learning environment for all our pupils. Any bullying is unacceptable and is not tolerated. It is everyone’s responsibility to aim to prevent occurrences of bullying behaviour and to deal with incidents quickly and effectively. Eastbrook School recognises that pupils with SEND are at greater risk of bullying.

We seek to prevent bullying by:

- promoting our pupil code of conduct, which sets out the expectations of pupil behaviour, in person, online and when representing the school when off site.
- holding regular discussions with staff, pupils, and families about bullying, how to prevent it and to ensure it is reported.
- listening to each other and respecting that we are all unique and different.
- pupils understanding that bullying is not tolerated at our school, using assemblies, bulletins, activities, and learning as part of our PSHE curriculum.
- raising awareness about bullying behaviour and the impact of this on others.
- developing personal and social skills by promoting friendship skills, assertiveness skills, problem-solving skills and building resilience.
- building and maintaining self-esteem.
- promoting positive role models, and healthy and positive relationships.

Identifying bullying. When and if a disclosure of bullying is received, the school will use the following grid to decide on the appropriate action.

CONFLICT	RUDE	MEAN	BULLYING
Occasional	Occasional	Once or twice	Is Repeated
Not planned, in the heat of the moment	Spontaneous, unintentional	Intentional	Is planned and done on purpose
All those involved are upset	Can cause hurt feelings, upset	Can hurt others deeply	The target of the bully is to cause upset
All those involved want to work things out	Based in thoughtlessness, poor manners, narcissism	Based in anger, impulsive cruelty	The bully is trying to gain control over the target
All those involved accept responsibility	Rude person accepts responsibility	Behaviour often regretted	The bully blames the target
An effort is made by all involved to solve the problem	Social skill building could be of benefit	Needs to be addressed / should NOT be ignored	The target wants to stop the bully’s behaviour, bully does not

7. Procedure for Dealing with Bullying Incidents

All reports of bullying will be taken seriously and will be dealt with on a case-by-case basis.

- Pupils should report bullying to a member of staff in school.
- Staff members will report bullying incidents via the school safeguarding portal.
- Information will be gathered by taking written statements from the victim and the other pupils involved any witnesses and CCTV footage available.
- Actions will be agreed depending on the severity of the incident.
- Parents/Carers of all pupils involved will be contacted and informed of any agreed actions, unless to do so would pose a risk of harm to the child.
- If appropriate, the alleged perpetrator / s may be sanctioned in line with school behaviour policy.
- Support will be provided to the victim.
- Reflection and support will be given to the perpetrator of the bullying and any others involved.
- Mediation and restorative justice will take place where appropriate.
- Referrals to other agencies such as social care, police and support organisations will be made as necessary.
- Headteachers and Governors are informed and may be involved in more serious cases, when deciding on a disciplinary action, such as exclusion.

8. Recording of Bullying Incidents

- Bullying incidents are recorded by staff on the school safeguarding portal.
- All details, actions and outcomes are recorded.
- Behaviour Lead will provide feedback regarding bullying incidents to Headteacher.
- Behaviour Lead will provide termly reports to Governing Body regarding bullying incidents and any anti-bullying work.

9. Advice for Pupils

If you are being bullied or you see some who is being bullied, please follow the following advice:

- Be firm and clear, say No and tell them to stop. Tell an adult straight away.
- Reacting and fighting back may make things worse. It is better to walk away and tell someone.
- Stay with a group of friends or people. It is safer than being on your own.
- If you see someone being bullied, tell an adult in school. Don't be a bystander, try and help so the victim does not feel alone.
- If you feel you can't tell, ask a friend or family member to do so on your behalf.
- Don't pretend to be friends with a bully. This would make you look like one too.
- If you are being bullied online, tell a parent, friend or teacher. Contact the police if necessary.
- Don't give out your passwords, ID, email address or other personal details and turn off your location.
- Don't put pictures up on social media of you in school uniform.
- Save any threatening or posts, as these can be used as evidence.
- Report any abuse using the CEOP button.
- Get help

You can contact Childline on 0800 1111 or

Go the website www.childline.org.uk – this is a free and confidential service



10. Imabi App



The school is subscribed to an online reporting platform call Imabi. This is accessible through an app on all mobile devices. Students have been given guidance and direction on how to download the app, and how to report any concerns. Any concerns reported go direct to the Behaviour and Inclusion Team, who will follow up in line with this school policy. More details can be found here, [Enhancing Safety In Schools With imabi Inspire | imabi](#)

11. Further Support

National Bullying Helpline:	0845 22 55 787
Anti-bullying Alliance:	www.anti-bullyingalliance.org.uk
Young Minds:	www.youngminds.org.uk
Bullying UK:	0808 800 2222 www.bullying.co.uk
Kidscape:	www.kidscape.org.uk