Anti-bullying policy

Brooklands

Prepared Respectful and Safe

Approved by:	Full Governing Body	**Date:**	01/09/2026
Person Responsible:	Headteacher		
Last reviewed on:	01/09/2026		
Next review due by:	01/09/2028		

Overview

At Brooklands School, we are committed to ensuring that all pupils feel **Prepared, Respectful and Safe**. Through The Brooklands Way, we promote positive relationships, kindness, respect and acceptance of others. We believe that every pupil has the right to learn, develop and thrive in an environment free from bullying, discrimination and intimidation.

The Department for Education (DfE) defines bullying as:

"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally."

Bullying can include:

- Name calling, teasing, mocking or taunting.
- Physical aggression such as kicking, hitting, pushing or threatening behaviour.
- Taking, hiding or damaging belongings.
- Spreading rumours or gossip.
- Deliberately excluding individuals from activities or friendship groups.
- Offensive comments relating to disability, race, religion, gender, sexual orientation or family circumstances.
- Online or cyberbullying through social media, messaging platforms, gaming platforms, websites or mobile devices.
- Sending, sharing or posting hurtful, threatening or inappropriate messages, images or content.

At Brooklands School, bullying, cyberbullying, prejudice-based bullying and discriminatory behaviour will not be tolerated. We are committed to promoting a culture where pupils are valued, respected and supported to develop positive relationships.

Staff, pupils, governors and parents/carers all share responsibility for creating a school community where everyone feels safe, respected and included.

This policy should be read alongside the Behaviour and Attitudes Policy, Child Protection and Safeguarding Policy, Online Safety Policy and Equality Objectives.

Aims of the Policy

We aim:

1. To ensure all pupils feel safe, valued and free from bullying and intimidation.
2. To create a school culture where pupils demonstrate the Brooklands Way by being **Prepared, Respectful and Safe**.
3. To promote positive relationships based on kindness, empathy, respect and understanding.

4. To ensure pupils understand what bullying is and how to seek help.
5. To encourage pupils, staff and parents/carers to report concerns without fear.
6. To respond promptly, consistently and effectively to any allegation of bullying.
7. To protect and support any pupil experiencing bullying.
8. To educate pupils about bullying, cyberbullying and respectful relationships.
9. To challenge prejudice and discrimination in all forms.
10. To ensure appropriate consequences and restorative approaches are used to prevent further incidents.
11. To create a happy, inclusive and welcoming school where everyone belongs.

Strategies

To achieve these aims, we will:

1. Use our Behaviour and Attitudes Policy to promote positive behaviour and foster a culture of mutual respect.
2. Promote The Brooklands Way and encourage pupils to be **Prepared, Respectful and Safe** in all aspects of school life.
3. Ensure all staff remain vigilant and intervene promptly where bullying is suspected, observed or reported.
4. Encourage pupils and parents/carers to report concerns and ensure that all concerns are listened to and taken seriously.
5. Investigate all allegations of bullying thoroughly and fairly.
6. Record bullying incidents on CPOMS and monitor any patterns or trends.
7. Inform appropriate members of the Senior Leadership Team of all confirmed bullying incidents.
8. Provide immediate support and protection for pupils who have experienced bullying.
9. Work with pupils displaying bullying behaviours to help them understand the impact of their actions and make positive changes.
10. Use restorative approaches where appropriate to rebuild relationships and promote understanding.
11. Deliver anti-bullying education through PSHE, assemblies, tutor sessions, circle time and the wider curriculum.
12. Teach pupils about diversity, respect, online safety, healthy relationships and responsible citizenship.
13. Ensure pupils know who their trusted adults are and how to seek help when worried.
14. Provide opportunities through nurture sessions, pastoral support and wellbeing activities for pupils to discuss concerns.
15. Use the School Council and pupil voice activities to gather feedback and promote anti-bullying messages.
16. Celebrate kindness, respect and positive behaviour through the school's reward systems.
17. Share this policy with parents/carers through the school website and other communication channels.
18. Work closely with families and, where appropriate, external agencies to support pupils involved in bullying incidents.

Reporting and Responding to Bullying

Where bullying is reported:

- The concern will be taken seriously and investigated promptly.
- All parties involved will have the opportunity to share their views.
- Appropriate support will be provided for the pupil experiencing bullying.
- Parents/carers will be informed where appropriate.
- Actions and outcomes will be recorded on CPOMS.
- Follow-up monitoring will take place to ensure the bullying has stopped.
- Where necessary, sanctions and additional interventions will be implemented in line with the Behaviour and Attitudes Policy.
- For incidents involving discriminatory language, prejudice-based bullying or safeguarding concerns, additional action may be taken in accordance with safeguarding procedures.

Cyberbullying

We recognise that bullying can occur online as well as face-to-face.

Pupils will be taught how to:

- Stay safe online.
- Report concerns about online behaviour.
- Use technology responsibly and respectfully.
- Understand the impact that online behaviour can have on others.

Any incidents of cyberbullying that affect the wellbeing, safety or education of pupils will be addressed in accordance with this policy, the Behaviour and Attitudes Policy and the Online Safety Policy.

Outcomes

Through this policy, Brooklands School will maintain a safe, caring and inclusive environment where pupils feel valued and supported.

As a result:

- Pupils feel safe in school.
- Pupils know how to report concerns.
- Bullying incidents are dealt with promptly and effectively.
- Positive relationships are promoted across the school community.
- Pupils develop empathy, kindness and respect for others.
- Pupils embody The Brooklands Way and leave Brooklands as **Prepared, Respectful and Safe** young people who are ready to participate positively in their communities and future lives.