



BRADFIELD
SECONDARY SCHOOL

ANTI-BULLYING POLICY

Author (name & job title)	Mrs C Alcock Assistant Headteacher
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Links to	Relationships and Behaviour Policy 2026 Child Protection Policy Keeping Children Safe in Education 2023

1. Bradfield School Values and Principles

At Bradfield we have strong pastoral care systems to ensure that pupils feel safe, feel supported and have the right conditions for excellent learning. We have a culture of high support and high challenge underpinned by relational practice. Bradfield is an inclusive school in all areas; the classroom, social times and as part of enrichment, with additional support and interventions to support the needs of SEND pupils. We are building a school community based on trust and mutual respect. This is through classroom practice, form tutors, Heads of Year, support staff and the senior leadership team, ensuring pastoral care is embedded throughout our practice and every child has a trusted adult in school.

In line with this we expect our pupils to conduct themselves in a kind, courteous and respectful manner to all members of the school community as set out in our Relationships and Behaviour policy.

At Bradfield School we have a **zero tolerance** to any form of bullying. Everyone at Bradfield School is welcome, supported and equal. Harassment and bullying of any kind is unacceptable.

This policy, along with our Relationships and Behaviour Policy have been written to support all members of our school community.

2. Definition of Bullying

Bullying is deliberate, repeated (i.e. happening on more than one occasion) behaviour by an individual or a group intended to hurt, humiliate or intimidate.

The Department of Education guidelines refer to bullying as “behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyberbullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.”

We understand that children will not be friends with everyone all the time but make a distinction between the natural and amicable end to a friendship and unkind, repeated behaviours that will not be passed off as “jokes” or “banter” or “part of growing up”. We also understand that there can be significant, one-off incidents that cause harm to another person, which will be dealt with in line with the policy and our Relationships and Behaviour Policy.

3. Different Forms of Bullying

The table below describes some examples of bullying. This list is not exhaustive.

TYPE OF BULLYING	EXAMPLE
Emotional	Being unfriendly, excluding, tormenting, making personal comments, humiliation, the spreading of rumours or any other action that affects a person's sense of emotional wellbeing.
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory against a protected characteristic as defined in the Equality Act 2010	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g., gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, inappropriate touching or upskirting. This includes sharing material of a sexual nature online.
Online bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites and misuses technology or online communications to cause harm. This includes: threats, causing offence or making threats, sharing of inappropriate material, which includes racist, homophobic, sexist, ableist or any other form of discrimination.
Use of A.I	Bradfield School recognises that AI has many uses but may also have the potential to be used to bully others. For example, in the form of "deepfakes", where AI is used to create images, audio or video hoaxes that look real. Bradfield School will treat the use of AI to bully pupils in line with our Anti Bullying Policy

Mobile phones are not allowed to be used at Bradfield School. They must be switched off and in pupil bags. Our full policy on mobile phones can be found in our Relationships and Behaviour Policy.

4. Preventing Bullying

Bradfield School has a proactive measures in place to prevent bullying behaviours from occurring. These include:

- Inclusion of bullying in the Personal Development Curriculum at KS3 and KS4
- The inclusion of bullying behaviours in the curriculum through reading, English and other subjects.
- A focus on Anti Bullying Week each year
- Inclusion of bullying issues in the tutor and assembly programme .
- A ban on mobile phone use in school.
- The use of and monitoring of CCTV around the school site.
- Ensuring staff are on duty at social times to be a visible and supportive presence.
- Staff training on how to identify, report and support children with bullying.
- Sharing relevant information with staff so they are vigilant for bullying and can make adaptations to seating plans where appropriate.
- Bradfield School engages with external organisations such as the Local Authority, the Police and other organisations such as the Community Youth Team to deal with issues.

5. Response to Bullying

Bullying is always unacceptable and covers any issues that occur in the school day, travel to or from school or on school trips. Reports of bullying will always be taken seriously.

For incidents that occur outside of school we recommend families contact the police if a criminal act has taken place.

Pupils can report bullying to any member of staff in school who will pass this on the pastoral coordinator. When bullying is reported the school, the school will investigate to ascertain whether bullying has occurred. We record all reported incidents on a bullying log. Confirmed cases of bullying are recorded on CPOMS. We do not share details of consequences applied.

If bullying has occurred consequences can be applied as set out in our Relationships and Behaviour Policy. As each case of bullying is different, staff in school will deal with bullying in different ways. This can include:

- Education of the pupil to reinforce our expectations of conduct and to teach empathy.
- Detentions
- Acceptable Behaviour Contracts
- Report
- Timetable or seating changes.
- Off Site Direction
- Removal from rewards or other enrichment activities
- Suspension and / or permanent exclusion from school

The Prevent Agenda - The government defines extremist views as “Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.”

The school has a duty of care to work with students identified as holding extremist views, which may be done within school, or through referral to outside agencies in exceptional cases.



6. Responsibilities and Expectations for Pupils, Staff, Parents and Carers

Everyone has a responsibility to ensure they act in a manner acceptable at Bradfield School. This includes being kind and respectful. We encourage our pupils to be upstanders and report any instances of bullying. The school community, including staff, pupils and parents / carers has a responsibility to

- promote positive relationships that respect and accept individual differences and diversity within the school community
- Discourage any unkindness, bullying or retaliation
- Report any incidents of bullying that they witness or are made aware of.
- Actively work together to resolve incidents of bullying behaviour if they occur

Parents and carers have a responsibility to:

- be aware of and support the school's anti -bullying policy and procedures and use these to assist their child in understanding bullying behaviour
- support the school's actions in dealing with proven cases of bullying
- work with the school in order to support their child in developing positive responses to incidents of bullying consistent with the school's anti -bullying procedures

7. Monitoring Bullying

Where an incidence of bullying has occurred, the pastoral team will check on the welfare of the pupil at regular intervals.

Appendix 1 Anti - Bullying Procedure:

Stage		Details
Concerns raised by staff or student		Bullying log opened with the details. Parent / Carer of the bullied child contacted.
Investigation		Statements taken from alleged victim(s) and alleged perpetrator(s) and any witnesses. Notify all parents/carers of investigation. Update bullying log.
Action		Logical consequences as set out in our Relationships and Behaviour Policy Reinforcing of behaviour expectations with perpetrator. Ensure victim understands steps taken with perpetrator Ensure parents/carers are kept informed Confirmed bullying cases are logged on CPOMS
Follow Up		Regular welfare checks with the victim Monitor to ensure actions taken have prevented bullying from re occurring If bullying re occurs decide on further consequences to prevent bullying from occurring

