



BROCKHURST & MARLSTON HOUSE SCHOOLS

Including all of the Pre-Prep Department and Early Years Foundation Stage

PREVENTION OF BULLYING POLICY

Brockhurst & Marlston House Schools (the School) is committed to providing the best possible care and education to its pupils, and to safeguarding and promoting the welfare of children and young people. This policy is written with that commitment in mind, and in accordance with KCSIE September 2025.

Reviewed: September 2025

Next Review: September 2026

Policy Statement

The School has a zero-tolerance approach to bullying. This policy aims to:

- Raise awareness of the different forms of bullying (physical, verbal, psychological, and cyber).
- Educate the school community on identifying and addressing bullying incidents.
- Prevent bullying wherever possible and encourage those affected to seek support.
- Ensure those exhibiting bullying behaviour are appropriately counselled and sanctioned.

Serious allegations of bullying may raise child protection concerns. In such cases, the School's Safeguarding and Child Protection policy procedures will be followed.

Definition of Bullying

The School follows Department for Education (DfE) guidance, including *Preventing and Tackling Bullying* (2017) and *Cyberbullying: Advice for Headteachers and School Staff* (2014).

Bullying is the intentional infliction of physical or emotional harm on an individual or group. It is often motivated by prejudice related to race, religion, culture, sex, gender identity, sexual orientation, special educational needs, disability, adoption, or caregiving responsibilities. It can be direct or facilitated through digital platforms (social media, messaging, emails, etc.). Schools should act on single incidents of bullying rather than waiting for repeated occurrences.

We recognise that some pupils may be more vulnerable to bullying, including those with **special educational needs (SEN)** and/or disabilities, and those who board. These pupils may face additional challenges in reporting concerns, navigating social dynamics, or accessing support. We are therefore particularly mindful of their needs, and we ensure they are provided with appropriate support,



differentiated communication and trusted adults to speak to.

Boarding pupils benefit from additional pastoral oversight and accessible reporting mechanisms, with residential staff trained to identify early signs of bullying and to respond promptly. Similarly, SEN pupils receive targeted support from both pastoral and learning support teams, with reasonable adjustments made to ensure they feel safe, heard, and included within the school community.

Forms of Bullying (Non-Exhaustive)

- **Physical:** Hitting, pushing, spitting, or any other form of physical assault.
- **Verbal:** Name-calling, sarcasm, spreading rumours, or persistent teasing.

- **Social Exclusion:** Deliberate exclusion from discussions, activities, or groups.
- **Property Damage or Theft:** Damaging or stealing belongings, using threats to extort possessions.
- **Cyberbullying:**
 - Hurtful messages, texts, or calls.
 - Sharing images to humiliate or distress.
 - Posting offensive material on social media.
 - Email threats or abuse.
 - Impersonation or account hijacking.

Bullying based on protected characteristics under the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion, sex, and sexual orientation) is taken particularly seriously.

Signs of Bullying

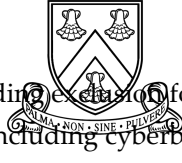
Indicators that a pupil may be experiencing bullying include but are not limited to:

- Unwillingness to attend school.
- Withdrawal, anxiety, or depression.
- Unexplained damage to belongings or physical injuries.
- Changes in habits (avoiding certain activities, loss of interest in hobbies).
- Frequent medical visits for stress-related symptoms.
- Decline in academic performance.
- Thoughts or mentions of self-harm or running away.

Preventative Measures

The School adopts a proactive approach to bullying prevention, including:

- Encouraging a culture of respect and inclusivity.
- Regular staff training on bullying prevention and intervention.
- Educational initiatives in PSHE, assemblies, and drama activities.



- Clear disciplinary measures, including exclusion for severe or persistent bullying.
- Close collaboration with parents, including cyberbullying awareness sessions.
- Secure internet use policies and IT monitoring to prevent cyberbullying.
- Restrictions on mobile phones within the school environment.

Reporting and Managing Bullying Incidents

When bullying is reported:

1. The staff member receiving the report reassures and supports the victim.
2. The issue is escalated to the pastoral team and documented using the 'Unkindness and Bullying Report' form.
3. Both victim and perpetrator are interviewed separately.
4. Parents/guardians of all involved parties are informed.
5. Disciplinary and support measures are agreed upon, ensuring support for both the victim and perpetrator.
6. If necessary, external agencies (e.g., police or social services) are contacted.
7. The case is monitored and reviewed to prevent recurrence.

Serious or repeated bullying may result in suspension or expulsion, following the School's Behaviour and Discipline Policy.

Review and Monitoring

All incidents and related sanctions are logged and monitored by the Designated Safeguarding Lead (DSL). The DSL reviews trends termly and reports findings to the Headmaster as part of the safeguarding review.

Appendices

Appendix 1: Advice for Pupils

If you are being bullied:

- Stay calm and try to ignore the bully.
- Walk away if possible.
- Tell a trusted adult, even if you feel pressured not to.
- Avoid retaliation.
- Remember, speaking up helps others in similar situations.

If you witness bullying:



- Do not participate or encourage the behaviour.
- Report it to a teacher.
- Support the victim by including them in activities.

Preventing bullying:

- Be kind and inclusive.
- Think before you speak or act—could your words/actions hurt someone?
- Be mindful of your online interactions.

Appendix 2: Parental Involvement

Parental support is crucial in tackling bullying. If your child is bullied:

- Listen calmly and gather details (who, what, when, where, why).
- Contact the school's Form Tutor, Deputy Head, or Head.
- Stay involved and follow up with the school on progress.

If your child is engaging in bullying:

- Acknowledge the behaviour and work with the school to correct it.
- Encourage empathy and respectful interactions.
- Discourage aggressive or intimidating behaviour.
- Monitor social interactions and digital usage.

If bullying involves a staff member, families should initially discuss concerns with the Headmaster. If unresolved, the matter can be pursued under the School's Complaints Procedure.

Appendix 3: Bullying and Unkindness Report Form

All incidents warranting disciplinary action should be logged electronically. The DSL, Deputy DSL, Deputy Head, and Nurse will receive copies. Patterns of concern will be reviewed as part of termly safeguarding evaluations.

Child-on-Child Abuse: If the bullying incident involves child-on-child abuse (including sexual harassment or violence), the DSL or Deputy DSL must be informed immediately, and the case logged in *MyConcern* in accordance with the School's Safeguarding Policy.

Resources

For Parents and Families:



- [Preventing and Tackling Bullying - DfE](#)
- [Anti-Bullying Alliance](#)
- [Bullying UK](#)
- [Childline](#) (0800 1111)
- [NSPCC Child Protection Helpline](#) (0808 800 5000)