

Friday 19<sup>th</sup> January 2018

## RE: Bullying and Relational Conflict

Dear Parent / Carer,

We strongly believe that Bournville School is a place where every person has the right to be themselves and to be included in a safe and happy environment, rooted in tolerance and respect. Everyone at our school is equal and should be treated with respect. Bullying of any nature or form is unacceptable and will not be tolerated. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

### What did Ofsted say about bullying at Bournville School?

- The school's work to promote pupils' personal development and welfare is **good**.
- The school has recently developed an appropriate strategy to reduce bullying and make pupils feel more secure that it will be dealt with well.
- Leaders have improved their systems for tackling bullying. They have regular assemblies to remind pupils of key messages. They have established a pupil focus group that meets a sample of pupils each week. This is helping leaders to find out how pupils are feeling about issues such as bullying. However, work on this is too recent to have been fully effective.
- Pupils feel generally safe in school.

### The Anti-bullying Alliance:

We are working to become one of the Anti-bullying Alliance's "All Together Schools". As part of this work it is important that we make staff, students and parents aware of what is bullying, and what is "relational conflict". Staff have received training on this, and students are learning about it in PSHE lessons. We would also like to make parents aware.

### What is bullying?

The definition of bullying in our school policy is based on the definition given by the Anti-bullying Alliance, and states that:

*Bullying is **deliberately** hurtful behaviour, both physically and emotionally, **repeated** over a period of time, where it is **difficult for those being bullied to stand up for themselves**.*

Therefore, bullying is being any action that is all of the following:

- Deliberately hurtful
- Repetitive



- Intentional
- Where there is a power imbalance (for example if the victim is disabled or has special needs, younger than the bully, or where a group of children are involved in the bullying).

### **What is relational conflict?**

We recognise that there are times where students can hurt or upset each other, but where one of the key components of bullying is missing. The following would be examples of relational conflict:

- Where two friends fall out and call each other names and no-one else is involved. In this example, there is no power imbalance and so it is relational conflict and not bullying.
- A one-off incident between two students. In this example it is not repeated, and so is relational conflict and not bullying.

It is important that staff, students and parents are aware that just because an incident is classed as relational conflict and not as bullying, it does not mean that it is in any way a lesser issue, and we will still deal with incidents of relational conflict appropriately.

### **What should I do if my child experiences bullying or relational conflict?**

Please contact your child's form tutor or Student Support Officer. You or your child can also report issues to senior staff via the Sharp System (accessed via our website).

Yours sincerely

**MR J DOVEY**  
**Assistant Headteacher**