

12th November 2018

Dear Parent / Carer,

Re: Anti-bullying at Bournville School

As this week marks National Anti-Bullying Week, we have decided to write to all parents and carers to let you know about our anti-bullying strategy at Bournville School and how parents can help us to prevent all forms of bullying and discrimination.

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. We are proud that our anti-bullying work has been recognised both by Ofsted and by the Anti-Bullying Alliance.

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 is bullying?

We have adopted the definition of bullying published by the Anti-Bullying Alliance, who state that bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

There are four key elements to this definition:

- hurtful
- repetition
- power imbalance
- intentional

Acts that are not hurtful, repeated, intentional or do not involve an imbalance of power may be regarded as "relational conflict". Relational conflict may still be distressing and may need to be dealt with through our pastoral and behaviour systems. Examples of relational conflict would be:

- 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 do we do to prevent bullying at Bournville School?

- We use our assemblies and PSHE lessons to promote values of respect and equality and work to ensure difference and diversity is celebrated across the whole school community. Through this, students have been taught that no derogatory, discriminatory or offensive language of any kind will be tolerated including homophobic, sexist, or racist language and swearing.
- Posters are displayed in all form rooms and around school telling students who they can talk to if they need support.
- Our “no touching” rule which respects everyone’s personal space.
- The Sharp System is available through our website, and is an anonymous way for students to share any concerns, which are then followed up by pastoral staff.
- If we receive an allegation of bullying we record the incident and follow it up. We resolve to investigate, sanction the perpetrator, offer both perpetrator and victim support, and inform the victim of the outcome.
- Run activities during Anti-bullying week in November which encourage students to understand ways in which they are powerful and can act to prevent bullying and create a better school environment. This year these include:
 - Assemblies which encourage students to set a positive example by choosing respect over bullying in school, in their homes, communities and online.
 - PSHE lessons in which students will consider their personal values more closely and discuss prejudice and discrimination.
 - A group of students have started an anti-bullying group. During Anti-Bullying Week they are running a house competition entitled ‘My True Selfie’, which encourages their peers to consider what makes them unique with the focus on developing self-esteem and confidence.

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