



Anti-Bullying Policy

Last revised: May 2008

I. A statement of Principles

The whole ethos of Bradfield College aims to create amongst all who work or study here mutual respect and understanding of the needs of others; this is implicit in the College's Ethos Statement. The College recognises that good order and discipline are essential to the provision of high standards of education. Pupils cannot learn, and teachers cannot teach, where appropriate standards of behaviour are not normative.

The College acknowledges:

- The importance of Government guidance on Bullying, including *Don't Suffer in Silence*(2002), *Safeguarding Children in Education* (2004), *Healthy Minds* (2005), *Tackling Cyber-bullying* (2006)
- The significance of the Bradford Smart judgement (2002) that a school may, on occasion, be in breach of its duty of care if it fails to take such steps as are within its power "to combat harmful behaviour of one pupil towards another **even when they are outside school**"
- That a strong and effective management team, working in partnership with Housemasters/Housemistresses and teachers, is essential to the establishment and maintenance of acceptable standards of behaviour.
- That governors have a responsibility to support the College in maintaining high standards of behaviour.
- That pupils are entitled to a safe, and orderly, learning environment to assist them in achieving their full potential.
- That parents and/or guardians have an important role to play in supporting the College in its work to maintain high standards of behaviour. Consistency between College and parent expectations of behaviour is essential.

Bullying is an insidious form of behaviour that has no place at Bradfield College. The College is committed to combating bullying and this policy recognises the need to respect and support each individual in this area. To this end it believes that:

- Physical, verbal or emotional abuse of any member of the community is not acceptable at Bradfield. Such behaviour is regarded as a most serious breach of College discipline.
- All instances of bullying behaviour should be reported.

The College undertakes to ensure that:

- All reported instances of bullying will be recorded and appropriate action will be taken. Help will be made available both to the victim(s) and to the bully(ies).
- The College seeks to prevent bullying by developing sound positive relationships between people using all the resources available to it as a boarding school. It aims also

to raise the self-esteem of each individual and actively support each pupil at each stage of his/her development.

- The Housemaster/Housemistress is charged with the overall care and welfare of a pupil. In addition a body of peer counsellors is made available as a source of support and advice to students.

The College places the highest priority on the effective communication, implementation and maintenance of its anti-bullying strategy throughout the Bradfield community.

2. Aims of the Anti-Bullying Policy: the safety of pupils

- To define clearly those actions which the College understands as 'bullying' and to present this to pupils, College employees and parents.
- To demonstrate that Bradfield College takes bullying seriously and will not tolerate it.
- To establish measures to prevent all forms of bullying throughout the College, in its boarding houses, and on off-site activities.
- To support those involved in actions to identify and protect those pupils who might be bullied or who disclose experiences of bullying.
- To demonstrate that the safety, happiness and educational success of pupils is enhanced by dealing positively with bullying.
- To encourage pupils to tell someone that they, or someone they know, is being bullied.

3. Definition of Bullying

Bullying occurs when someone is intentionally made to feel physically or mentally injured.

- It is meant to be hurtful
- It may be physical (e.g. hitting, kicking, spitting)
- It may be verbal (e.g. teasing, spreading rumours)
- It may be indirect (e.g. excluding someone by not talking to them or leaving them out of a group)
- It may be manipulative (e.g. getting someone else to tease or hit someone).
- It may involve complicity in someone else's action (e.g. as a bystander who looks the other way).

Bullying is often hidden. It may involve actions or comments that are racist, sexist, homophobic or which focus on disabilities. It can happen anywhere and at any time.

3.1 *Physical Bullying*

This may involve:

- Hitting or kicking someone
- Jostling, bumping, pushing someone or "de-booking" them.
- Spitting at someone
- Invading someone's body space
- Physically humiliating someone (e.g. by "de-bagging" them)
- Firing darts or pellets at someone
- Taking or damaging or hiding someone's property.
- Invading someone's living space or intruding on their bed-space

If physical bullying involves assault, actual bodily harm or wounding it is a criminal offence.

3.2 Verbal Bullying

This may involve:

- Spoken comments
- Written notes
- Emails or text messages
- Improper use of bebo.com and similar websites¹
- Phone calls
- The defacing of notices
- Name-calling, spreading rumours, publicly blaming someone for something they haven't done
- Circulating unflattering drawings or photographic images of someone

3.3 Indirect or Manipulative Bullying

This may involve:

- Ostracising a fellow-pupil by refusing to sit alongside him/her in class, in the Dining Hall, etc. (or by moving away when he/she comes and sits down).
- The manipulation of social networks to ostracise, marginalize or intimidate individuals
- Encouraging others to become the agents of physical or verbal bullying against one's intended victim.

3.4 Racist, Sexist or Homophobic Bullying etc.

Racism, sexism, homophobia and the exploitation of disability are all palpably in conflict with the College's policy on Equal Opportunities, and contrary to its social and moral principles. Sexist bullying is also contrary to the College's Gender Equality Duty (2007) which requires the **promotion** of equality of opportunity between male and female and the **elimination** of unlawful discrimination or harassment.

Bullying characterised by racism, sexism, homophobia and the exploitation of disability may manifest itself in:

- Spoken comments about someone (their friends or a member of their family), or about some group of students
- Written notes about someone (their friends or a member of their family), or about some group of students
- Emails, web postings or text messages about someone (their friends or a member of their family), or about some group of students
- Phone calls about someone (their friends or a member of their family), or about some group of students
- The defacing of notices with snide remarks about someone (their friends or a member of their family), or about some group of students.

3.5 Sexual Bullying

Bullying that seeks to hurt people by drawing attention to their body shape, hair colour, manner of dress, alleged sexual attractiveness (or lack of it), close friendships (or the absence of intimate relationships in an individual's life) is all in conflict with the College's stated ethos and threatens the development of healthy sexuality in both the bully and the victim. Bullying that spreads rumours about an individual's lifestyle (or the lifestyle of a close friend or relative) may also be a form of sexual bullying.

Bullying of this sort may include:

- Spoken comments, written notes, emails, web postings, text messages Phone calls about someone (their friends or a member of their family), or about some group of students
- The defacing of notices with snide remarks about someone (their friends or a member of their family), or about some group of students.

3.6 *Electronic or Cyber- bullying*

Modern electronic systems give opportunities to bullies that are often outside the normal scope of adults. This sort of bullying can be very difficult to detect, and includes:

- Sending abusive, insulting or malicious text messages;
- Sending abusive, insulting or malicious e-mails;
- Posting abusive or malicious messages on websites, using blogs, personal websites, on-line personal polling sites etc.;
- Posting on a social network site facts or photographs of someone with the intention to embarrass or belittle them in the eyes of others;
- Indulging in malicious or spiteful conversations in chat-rooms;
- Spreading abuse, malice or scurrilous gossip by other electronic means;
- Hacking into social networking sites and removing personal material;
- Filming fights or assaults (eg "happy slapping" clips) using mobile phone cameras and circulating these using cell phone networks or e-mail;
- Making repeated silent calls to a mobile phone or leaving abusive messages on voice mail.

Using a pseudonym (or someone else's e-mail account) for anonymity when indulging in such bullying compounds the abuse at issue.

4. Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he/she is being bullied. Parents and teachers should be aware of these possible signs and they should investigate if a child:

- Is unwilling to return to College from leave
- Becomes withdrawn or anxious as a period of leave draws to a close
- Expresses anxiety about his/her appearance (hair colour, body shape, clothing etc)
- Changes established habits (e.g. giving up music lessons or support of a local football team, changing their accent or vocabulary)
- Has possessions which go "missing" or returns home with clothes or books damaged
- Asks for significant increases in the tuck or pocket money he/she is given
- Begins to do poorly in school work

- Becomes aggressive, disruptive or unreasonable
- Becomes excessively eager to please
- Is bullying siblings or other children
- Exhibits diminishing levels of self confidence
- Chooses the company of adults in preference to that of peers
- Displays repressed body language and poor eye-contact
- Begins stammering or truanting
- Shows reduced interest in personal hygiene or grooming
- Complains of headaches or stomach cramps
- Has unexplained cuts or bruises
- Has difficulty sleeping or experiences nightmares
- Runs away or talks of suicide

5. A Statement of Intent

Bradfield College is committed to providing a caring, friendly, and safe environment for all its pupils, so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at this College. The College recognises that there are strong bonds of loyalty between friends, but bullying is too damaging to be kept hidden. Ours is an OPEN SCHOOL. This means that anyone who knows that bullying is happening is expected to mention it to an adult they trust. This is NOT “dobbing in” or “grassing”.

6. Responsibilities

The Council

The Council will discuss, review and endorse the College’s Anti-Bullying policy and the Headmaster’s annual report on the working of the policy.

The Headmaster

The Headmaster has a legal duty to safeguard and promote the welfare of children, and so to ensure that procedures exist to prevent bullying arising among pupils. He will:

- Be mindful of the duty placed upon the College² to:
 - Protect children from maltreatment;
 - Prevent impairment of children’s health or development;
 - Ensure that children are growing up in circumstances consistent with the provision of safe and effective care;
 - Enable children to have optimum, life chances and to enter adulthood successfully.
- Ensure that the strategies and procedures of the College’s Anti-Bullying policy represent good standards of practice.
- Discuss development of the strategies and procedures with the Senior Management Team
- Ensure that Housemasters/Housemistresses have an opportunity of reviewing the strategies and policies.
- Ensure that the College’s procedures are brought to the attention of all staff, parents and pupils

² 2004 Children Act: Guidance on Section 11

- Ensure the appropriate training is available to all involved in the fulfilling of the College's policy
- Report annually to Council on the incidence of and response to bullying in the College

The Second Master

The Second Master will:

- Be responsible for drafting the College's Anti-Bullying policy and for presenting it for discussion by Housemasters/Housemistresses and to the SMT and for endorsement by the Headmaster
- Be responsible for publishing appropriate details of the policy in Staff Standing Orders, The Parents' Handbook and the Pupil Diary, and for ensuring that the relevant procedures are presented to the Bursar in order to inform the College's support staff.
- Be responsible for the day-to-day management of the policy and systems
- Supporting the Housemasters/Housemistresses in the counselling of both bullies and victims, and formulating solutions to particular problems
- Keep the Headmaster informed of incidents and discuss with him how best to involve parents in the solution of individual problems
- Arrange relevant staff training (in association with the Deputy Head – Academic Studies)
- Ensure that the discussion of bullying is properly dealt with in the College's Personal Social and Health Education programme, both in curricular time (in association with the Deputy Head – Academic Studies) and in the boarding houses
- Seek to develop ways of encouraging pupils to let it be known that they are being bullied or have witnessed bullying (in line with the College's 'Statement of Intent' – Section 5)

Housemasters and Housemistresses

All HsMs will:

- Be responsible for discussing the College's anti-bullying policy with members of the House 'team' (including cleaners) and its pupils.
- Be responsible for ensuring that the students in their houses are supported by the College's anti-bullying policy and that its procedures are followed in practice.
- Deal with and record any incidents that are disclosed or discovered.
- Support and counsel those who bully, are bullied and fail to intervene when witnessing bullying.
- Involve the House Matron and Tutors in the care and supervision of both bullies and victims.
- Alert classroom teachers to problems that may have an impact on behaviour and performance in their classes.
- Put into practice methods that ensure the thoughtful allocation of accommodation (especially where rooms are shared) and the effective supervision of all areas of the house in which pupils live or are accommodated.
- Report any incidents of bullying to the Second Master.
- Put into practice methods for encouraging pupils to tell someone if they are being bullied (in line with the College's 'Statement of Intent' – Section 5).
- Give priority to the care of students, which must always be placed above the efficient discharge of administrative tasks.

Heads of Department

All HoDs will:

- Be responsible for ensuring that those who teach within their departments are mindful of the particular opportunities for bullying that exist within classes within their academic discipline and that the Department has considered appropriate strategies for countering bullying in those circumstances.
- Support those who work within their department in their efforts to ensure that bullying within the classroom is dealt with effectively.
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Teaching Staff

All teaching staff will:

- Know the definition of Bullying (Section 3)
- Know the College's Anti-Bullying policy and procedures (Section 8)
- Deal with incidents according to the procedures
- Participate in the care and supervision of pupil behaviour as part of a House Tutor Team, specifically in the Dining Hall, at Grubs, in Blundells and randomly patrolling the remainder of the site. Teachers will fulfil their duties **promptly**.
- Be formally responsible for the supervision of pupil behaviour in their classroom and alert to pupil behaviour as they move around the College. Teachers will begin and end their classes punctually and not leave students unsupervised.
- Be formally responsible for the supervision of pupils in their extra-curricular activities. Teachers will begin their extra-curricular activities punctually.
- Participate in the supervision of pupils on buses/minibuses when travelling to matches/exhibitions/concerts etc.
- Take responsibility for the full implementation of this policy on off-site activities when they are in a supervisory role.
- Never let any incident of bullying pass unreported (whether on site, or during an off-site activity).

Support Staff

Support Staff will:

- Know the definition of Bullying (Section 3)
- Know the College's anti-bullying policies and procedures
- Deal with incidents according to the procedures

Pupils

All pupils should:

- Know the definition of Bullying (Section 3)
- Be aware of the College's anti-bullying policy and know and understand its "Statement of Intent"
- Inform a trusted person (e.g. teacher, tutor, matron, housemaster/housemistress) if they are being bullied or if they are aware of bullying
- Reject the idea that disclosing bullying is "dobbing in" or "grassing"

Parents(and Guardians)

All parents/guardians should:

- Know the definition of Bullying (Section 3)
- Be aware of the College's anti-bullying policy and its "Statement of Intent"
- Be mindful of the signs and symptoms of bullying (Section 4)
- Contact their son/daughter's Housemaster/Housemistress if they suspect that he/she is being bullied

7. Anti-Bullying Education

The College will raise the awareness of the nature, causes and the anti-social quality of bullying through its PSHE programme (both curricular PSHE in Years 9-11, and through PSHE delivered in houses), school assemblies, chapel and tutorials.

- The Second Master is responsible for initiating and developing, with the Head of PSHE, an anti-bullying programme as part of the PSHE programme
- Housemasters/Housemistresses are responsible for ensuring that anti-bullying material is covered in discussions between pupils and house tutors (including formal tutorials)
- Heads of Department are responsible for identifying areas within the subject curriculum that offer opportunities for the discussion material that may be significant in situations where bullying could arise (e.g.: *race* in Geography; *sexual orientation* in Biology; *culture* in Religious Studies). The pedagogic methodology used in their department should be developed to foster positive relations between people.
- Teachers must exploit every opportunity to promote the College's anti-bullying strategy, within the house and classroom. They must not avoid the discussion of bullying when it is pertinent (but must consider carefully the most appropriate strategy for developing any discussion).

Throughout the curriculum it is expected that classroom organisation and management promote co-operative activity and discussion among pupils. All teachers responsible for ensuring that students learn to listen to one another, to respect opinions they do not themselves hold, and for fostering an appropriate degree of assertiveness that permits students to express their own opinions.

8. Procedures

8.1 Suspicion of Bullying

Pupils who are being bullied may show changes in behaviour (see section 4). All staff should be aware of the possible implication of such behaviour change and report promptly any suspicions of bullying to the pupil's Housemaster/ Housemistress. Parents too should be aware of the possible implication of such behaviour change: they may wish to discuss their observations with their son/daughter or may choose to report any suspicions to the pupil's Housemaster/ Housemistress.

When a Housemaster/Housemistress is advised of suspicions that a pupils is being bullied he/she will always inform the Second Master and, in particular:

- Make a note of the reported suspicion on the pupil's confidential file (dating the entry)³.
- Assess the suspicions in the light of their own observations of the pupil's behaviour and make a note of their evaluation on the pupil's file⁴.
- Make appropriate enquiries of the pupil (either directly, or indirectly through the pupil's tutor or House Matron) and record the result of those enquiries on the pupil's file (dating the entry)⁵.
- Alert the pupil's tutor and the House Matron to the report and the result of subsequent enquiries
- If the pupil acknowledges that he/she is being bullied, follow the procedure outlined at 8.2
- If the pupil denies that he/she is being bullied, consider alerting some (or all) of the following of the need to keep a quiet eye on the pupil: subject teachers, games coaches, drama and music teachers, staff at the Medical Centre, the College Chaplain, the Head of House. This action will be appropriate when the pupil's denials are unconvincing
- Remind all parties alerted that they should inform the Housemaster/Housemistress of any grounds for persisting or developing concerns

8.2 Disclosure of Bullying by one who considers himself/herself a victim

8.2.1 Disclosure to a teacher, a house tutor, a house matron, a nurse at the Medical Centre, peripatetic music staff or a member of the College's support staff or to a parent.

The person hearing the disclosure will:

- Always take what is said seriously
- Not promise to keep secret what is said
- Reassure the pupil that disclosure is in line with the College's Statement of Intent (Section 5)
- Listen without initially making notes
- Determine what action the pupils would like to see taken
- Explain what will happen next (the Housemaster/Housemistress and the Second Master must be informed as quickly as possible: no one who is not directly involved in the care of the child should be informed)
- Ensure that the pupils feels safe and is not in danger of significant harm
- Once the initial disclosure is concluded, make a record of key points: what happened, who was involved, who saw what happened, where it happened, previous occasions when it has happened
- Pass the record of the disclosure (signed and dated) to the Housemaster/Housemistress (with a copy to the Second Master). Members of the peripatetic staff or the support staff may do this using their line manager.

The Housemaster/Housemistress will always inform the Second Master and, in particular:

- In cases where serious bullying is disclosed consider attempting to ring or getting the House Matron to attempt to ring the pupil's parents or guardians as soon as possible explaining what has come to light and outlining the way in which matters will be taken forward

³ The record required in the first three parts of this procedure may be made at a single point in time

⁴ See f.n.1

⁵ See f.n.1

- Consider the disclosure in the light of their own knowledge of the pupil's life and note any thoughts on the record. Any available observations from the parents should also be noted (dating the entries)
- Go through the recorded disclosure with the pupil, making sure it is both full and accurate, and discussing any other thoughts the disclosure has brought to mind
- Evaluate the pupil's emotional state, reassuring him/her that it is always right to disclose bullying (as specified in the Statement of Intent), and giving priority to stabilising the pupil's emotions and protecting him/her from further trauma
- The Housemaster/Housemistress will seek with parents to develop support for the victim, calling upon some (or all of the following): Matron, Tutor, teachers, Chaplain, peer counsellors, College Counsellors, Medical Centre. Ongoing discussion to support and monitor the state of the victim will be essential. The Housemaster/Housemistress should seek out the pupil at fairly frequent intervals over the next few weeks to ensure that all is well and make a written note of each contact
- Contact the Second Master to discuss the way in which the issue will be taken forward. (The Second Master may wish to talk to the pupil, or may proceed on the basis of the written records of the disclosure).
- Ring the pupil's parents to inform or to up-date them and to let them know the matter is now in the hands of the Second Master.

The Second Master will:

- Examine the written records of the disclosure and discuss matters further with the pupil.
- Interview those alleged to have bullied the pupil. They will always be interviewed in accordance with the College's policy on disciplinary interviews. In particular, they will initially be interviewed privately (not as a group) and supported by their Housemaster/Housemistress or by another teacher acceptable to them. The Housemaster/Housemistress/supporting teacher will keep notes of the interview
- Determine any punishment that is appropriate in consultation with the Housemaster/Housemistress, and following the College's punishment tariffs published in the College's Discipline Policy (Chapter 6 of the Housemaster/Housemistress Manual). In addition to formal punishment, the pupil(s) involved may be required to accept counselling or anger management, or to take part in reconciliation workshops.

8.2.2 Disclosure to a Peer Counsellor

Peer Counsellors at Bradfield College are a group of fully trained volunteer pupils to whom other pupils can go to discuss a range of problems, including bullying. The College's policy on Peer Counselling and the procedures it has adopted are described in the Peer Counselling Policy Statement. Whenever a pupil has been counselled a peer counsellor discusses the meeting with the peer counsellor supervisor (FAF).

The Peer Counselling Supervisor

- May determine that mediation between the parties is the appropriate way forward and inform the Housemasters/Housemistresses involved of what is going on
- May determine that the disclosure should be referred to a pupil's Housemaster/Housemistress for action (in which case the procedure at 8.2.1 will then be followed)
- Will discuss her decisions from time to time with her supervisor (a member of the College Counselling Team).

8.2.3 Disclosure to a member of the College Counselling Team or to the College Chaplain

The College Counsellors and the Chaplain are bound by considerations of confidentiality. They may encourage pupils to disclose reports of bullying to their Housemaster/Housemistress or offer to make the disclosure on the pupil's behalf. If this course of action is followed the procedure at 8.2.1 will then be followed.

If the pupil does not agree with the Counsellor/Chaplain that disclosure of the bullying is the proper way forward then the confidentiality of their discussion within the College community is guaranteed. However the Counsellor may discuss the matter with her Supervisor and the Chaplain may raise it with her Spiritual Director.

8.3 Witnessing an incident that *prima facie* involves bullying

A teacher or House Matron who witnesses an incident that *prima facie* involves bullying should deal with the incident immediately and directly. Other members of staff should report the incident following the procedures outlined at 8.2.1

A teacher should:

- **NEVER IGNORE** any behaviour that is *prima facie* (i.e. on the face of it) bullying.
- Challenge behaviour that is *prima facie* bullying.
- If satisfied that the behaviour is **not intended** to cause physical or mental injury, explain how the behaviour might cause such injury, and ensure that the student is clear that such behaviour is not to be repeated.
- If inclined to believe that the behaviour is intended to cause physical or mental injury, challenge it and apply an appropriate sanction
- Report the incident to the Housemaster/Housemistress of those involved noting any sanctions applied
- If satisfied that the incident involved bullying, report it to the Second Master in accordance with the College's procedures on 'Notifiable Offences'.

9. Advice Given to Pupils

See attached

This material is published in the students' prep diaries.

10. Handbooks and Manuals

The policy is published in full in the Housemaster'/Housemistresses' Manual.

Sections 3-8 (excluding 8.2.2 and 8.2.3) are published in Standing Orders for all teachers.

Section 8.2.1 is published in summary form to all members of the Support Staff.

Sections 3 – 5 are published in the Parents' Handbook.

Sections 3, 4 (extracts), 5, 8.1 (an extract), 8.2 (an extract) and 8.3 are published in the manual for House Dailies and Cleaners.

Advice to Pupils

We all know that bullying goes on in every school but it's the way it's dealt with which makes the difference between life being tolerable or a misery. Bullies can be very cunning and expert at getting away with it.

Bullying includes

- People calling you names
- Making things up to get you into trouble
- Hitting, pinching, biting, pushing and shoving
- Hiding your belongings
- Taking things away from you (e.g. your tuck)
- Damaging your things
- Using your clothes, toiletries and DVDs against your wishes
- Stealing your money
- Taking your friends away from you
- Spreading rumours (by gossip, text-message, voice-messaging, e-mail or the use of abusive websites)
- Threats and intimidation

A Statement of Intent

Bradfield College is committed to providing a caring, friendly, and safe environment for all its pupils, so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at this College. Ours is a TELLING SCHOOL. This means that anyone who knows that bullying is happening is expected to tell. Telling is NOT “dobbing in” or “grassing”.

If you are being bullied (or know someone who is) tell a friend, tell a teacher or tell your parents. It won't stop unless you do. It is hard to do this so if you don't feel you can do it in person it might be easier to write a note to your parents explaining how you feel, or perhaps confide in someone outside your family, like a grandparent, aunt, uncle or cousin.

Your Housemaster/Housemistress needs to know what is going on so try to find a time to tell him/her when it won't be noticeable. If you don't feel you can do that, then contact the Counsellors, go to the Medical Centre or speak to the Chaplain.

Try to stay in areas of the College where there are plenty of other people. Bullies don't like witnesses. If you are hurt at College, tell a teacher, or matron immediately and ask for it to be written down.

If you have a mobile phone, be careful who you give your number to. If you receive threatening phone calls, voicemails, text-messages or emails then tell your Housemaster/Housemistress. It is a criminal offence to send offensive or threatening messages and if it continues, it can also amount to harassment. The police can, and do, take action. You must also speak to you Housemaster/Housemistress if abusive things about you are published on interactive networking websites (like *beeb0.com*), message boards or cyber-gripping websites.

If you see anyone else being bullied, please tell someone about it. Don't be tempted to try and sort it out yourself. Remember to people who are being bullied need friends so if you can help someone who is unhappy please do so.

If people are making nasty remarks about you then it may be because they are jealous or insecure.

The bullies work out what buttons to push to make you upset. They may make remarks about:

- Your weight
- Your looks
- The clothes you wear
- The colour of your hair
- The sound of your voice
- Your family
- Your Collegework
- Your ethnic background
- If you have a disability
- If you are a different colour
- If you have dyslexia, dyspraxia or ADHD

One way of dealing with remarks is simply to say ... *yeah, whatever*, ... each time so that you show them that it isn't having the effect of upsetting you in the way they think. Or you can say clearly "I don't have to accept that".

If there's a ringleader then it's possible that other people who used to be your friends avoid being seen with you. They could be worried that if they go around with you they'll get bullied in the same way. Try talking to them individually to see what's going on

To have friends you also need to be a friend, and you can do that by trying to be open and friendly with people and asking how they are. This isn't always easy because sometimes the people you are nice to aren't nice back. People love talking about themselves so if you come across as a good listener then people will enjoy your company.

Body Language

Think about the last time you walked around College. How did you feel? Confident and powerful? Or timid and worried?

And how did you look to other people? Were you striding out purposefully with your head up, looking forward, or were you trying to make yourself look insignificant in the hope that the bullies wouldn't spot you?

Body language tells us a lot about other people. If you're trying not to be noticed and looking at the ground it can make you more noticeable. You look defensive and vulnerable. If you step out boldly you may not be very confident but you'll certainly look it.

Taking time off College

Sometimes, when you're very unhappy you might want to stay at home to avoid the bullies because you're afraid of what they might do to you. Always tell your parents how upset you are so that they can help you. You need their support.

Ask for Help

Sometimes bullying can make you feel very unhappy and upset and that life isn't worth living but you will come through it. The Counsellors can be contact on 01256 882212 or by email counsellors@bradfieldcollege.org.uk

Childline and Bullying Online are available to help you 24 hours a day, 365 days a year. You can email Bullying Online on help@bullying.co.uk or ring Childline on 0800 1111 at any time.