

Bromley Beacon Academy

Anti-Bullying Policy

Responsible post holder	Executive Headteacher
Approved by / on	1 st September 2023
Next Review	1 st September 2024



BROMLEY BEACON ACADEMY

'Shining light on potential'

London South East Academies Trust Board recognises the fact that if an individual is being bullied then effective learning will not take place. They will therefore endeavour to ensure, through the Headteacher and Behaviour/Pastoral Team, that every allegation of bullying will be taken seriously and dealt with according to policy and procedures.

Bullying can occur in many different forms. It is essential that all students, staff and parents are aware of the different types and negative effects that these can have on individuals. It is also essential for everyone to understand that bullying will be taken seriously and Anti-Bullying procedures will be followed closely.

Aims

- To ensure that Anti-Bullying procedures are followed by all staff
- To educate students and staff on how to deal with incidents of bullying
- To educate both students and parents as to the effects and implications of bullying in schools and within the community
- To ensure staff and students feel safe and equal to those of a varying sexuality

Definition

“Bullying is conduct which causes hurt, either physical or psychological, to an individual or group by a person or persons on a number of occasions”.

Bullying is the repetitive, intentional physical or psychological 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. – Anti-Bullying Alliance

Bullying can include the following:

- Verbal e.g. name calling, teasing
- Derogatory/Discriminating language and/or behaviour e.g. racism, sexism, homophobic etc. (Anti-Discrimination Law)
- Threats and extortion
- Physical violence
- Emotional bullying
- Sexual e.g. unwanted physical contact or sexually abusive comments
- Damage to someone’s belongings
- Leaving students out of social activities deliberately and frequently
- Spreading malicious rumours
- Cyber bullying e.g. text messages, email, social media etc.
- Homophobic, biphobia & transphobic comments

Responsibilities

- All staff have a responsibility to prevent incidents of bullying, manage incidents of bullying immediately as it happens and take all allegations seriously
- All staff have a duty to deal with allegations and incidents of bullying according to the policy and procedures. No staff should let an incident pass by unreported, whether it is onsite or during an offsite activity
- All staff have a duty to ensure they are familiar with the schools Anti-Bullying Policy

- The school has a duty to provide regular training/reminders to all staff on spotting the signs of bullying and how to respond to it
- The school has a duty to provide an inclusive environment to staff and students

Creating an Anti-Bullying climate in school

Bromley Beacon Academy's Behaviour Policy outlines how we promote positive behaviour in school, and aim to create an environment where students take responsibility for their own and each other's emotional and social well-being; in an inclusive and supportive environment.

Anti-Bullying Education in the Curriculum

We draw on the school's Curriculum and promote appropriate behaviour by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Through the curriculum we:

- Promote Anti-Bullying campaigns within the school
- Continually raise awareness on bullying and our Anti-Bullying Policy
- Increase understanding for victims and help build an anti-bullying ethos
- Teach students how to constructively manage their relationships with others through:
 - Form Time for KS2 and KS3
 - A robust PSHE curriculum incorporating Drop Down days at Bromley campus
 - Assemblies
 - Role- plays and social stories to show what students can do to prevent bullying, and to create an anti-bullying climate in school
 - Restorative Justice
 - LIFE Core Values -Learning, Independence, Friendship, Emotions (KS2 & KS3)
 - RHITT values (KS4 & 5)
 - Tutor / Pastoral support
 - Social Skills

Parents/Carers

Parents/Carers who suspect that their child is being bullied are able to raise their concerns by contacting the Behaviour Team or Head Teacher.

Parents/Carers can help the school to combat bullying by:

- Supporting the Anti-Bullying Policy and procedures
- Encouraging their children to be positive members of the school community
- Helping to establish an anti-bullying culture outside of school
- Report any concerns to appropriate member of staff as soon as possible

Students

Representatives from the student council will be involved in reviewing the Anti-Bullying policy throughout the year during student council meetings.

Reporting and Recording

Students can report to members of staff, form tutors, the Behaviour Team or a member of SLT.

If bullying/ harassment is reported to a member of staff, they must record the details as presented to them on CPOMS and alert the behaviour lead (KS1). All incidents of bullying to be recorded on the Bullying Pro Forma (Appendix A) (KS2 & KS3). All incidents to be recorded by staff onto CPOMs (KS4 & KS5). If a member of staff does not have access to CPOMs they must use a Bullying Pro Forma (Appendix A).



Incidents are then reported to the Head of School/Behaviour Team and entered into The Bullying Log. The Bullying Log is then discussed by the Senior Leadership/Behaviour Teams during which it is decided where students are placed on The Bullying Ladder (stages) (Appendix B). The Senior Leadership/Behaviour Team may also decide to move a student down the Bullying Ladder or remove them completely as appropriate.

KS1 BTA Midfield Campus Strategies:

Changing the attitude and behaviour of students who are bullying others will be part of the responsibility of the positive procedures used by BTA. However, BTA recognises that sanctions will also have to be used against bullying behaviours.

- a) Following a reported incident staff will investigate using BTA's '3R Strategy' with the support of other members of staff as appropriate:
 - Reflection – What has happened? Could it have been different?
 - Resolution – How can we try to ensure this doesn't happen again?
 - Reconciliation – How we put things right between those involved?
- b) Time out/ reflection time may be used if deemed appropriate. The level of time out will be determined by the success of the 3Rs process and at the discretion of the member of staff involved.
- c) Referral to a counsellor (if necessary)
- d) Attendance at a mediation (restorative justice) meeting with the affected student to resolve issues and prevent recurrence
- e) If a student continues to inform that they are being bullied, further investigation must take place.

KS2-KS5 Adopt strategies from the following list as appropriate:

- We will ensure that all students are aware of the schools Anti-Bullying procedures including the bullying ladder
- We will speak with the student (or students) involved in bullying separately
- We will listen to their version of events
- We will talk to anyone else who may have witnessed the bullying
- We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop
- We will affirm that it is right for students to let us know when they are being bullied
- We will adopt a joint problem solving approach where this is appropriate, and ask the students involved to help us find solutions to the problem. This will encourage students involved to take responsibility for the emotional and social needs of others
- We will consider sanctions under our school's Behaviour Policy
- We will advise students responsible for bullying that we will be monitoring their behaviour to ensure that bullying stops
- When bullying occurs, we will contact the parents of the students involved at an early stage
- We will keep records of incidents that we become aware of and how we responded to them
- We will follow up after incidents to check that the bullying has not started again
- We will also work with perpetrators to ensure they also receive support
- We will utilise external agencies to support reducing bullying such as Youth Offending Service and Bromley Wellbeing
- Where necessary we will liaise with the Schools police team who will meet with perpetrators



After investigation, the **Anti Bullying Ladder** (Appendix B) listed below will be followed (KS2,3,4 & 5).

Initial Concern – Students of concern are brought to the attention of the Behaviour and Pastoral Teams who will have a conversation with the perpetrator informing them that they are going to be monitored

Stage 1 – A letter is sent home. A discussion in school takes place with the perpetrator and Anti-Bullying Lead regarding the incident/bullying

Stage 2 – Perpetrators' parents/Carers attend school to discuss concerns with Pastoral/Behaviour Lead. Restorative justice used at this stage. (Possible Internal/External Exclusion)

Stage 3 – Deputy Head teacher and police discussion takes place with perpetrator and parents/carers (Possible Exclusion)

Stage 4 – Head teacher and police meeting takes place with perpetrator and parents/carers, fixed term exclusion will be given

Supporting students who have been bullied

Students will be assured that bullying is not acceptable and it is not their fault. We will assure them that it was right to report the incident and will encourage them to talk about how they feel.

- We will ask them to report immediately any further incidents to us
- We will affirm that bullying can be stopped and that our school will persist with interventions until it does
- We will continue to monitor the situation and follow up with the student and their family
- We will offer students emotional/wellbeing support in the form of therapy drop in sessions

Counselling

Counselling/Therapy is made available to both the victim and perpetrator if felt appropriate.

Staff Training

Training needs of staff are reviewed regularly. New staff will receive training as part of their induction process.

Criteria for Success

The Trust will ultimately be responsible for overseeing the effectiveness of the policy. This will be achieved in discussion with staff, students and parents/ carers regarding policy and procedures.

Monitoring and Review

The Head teacher in consultation with the Behaviour/Pastoral Team will undertake systematic monitoring, review and evaluation of the Anti-Bullying Policy to ensure that the operation is effective, fair and consistent.

Bromley Beacon Academy Bullying Pro Forma

Name of Victim:		Name of Perpetrator:	
Staff Completing Form:		Date:	
Time:		Location:	

TYPE OF BULLYING	Tick at least one:
Emotional	
Physical	
Prejudice-based and discriminatory	
Sexual	
Direct or indirect verbal	
Cyber-bullying	

Details Bullying incident:

Consequence:

Signed:

Name _____ Signed _____

Name _____ Signed _____

Name _____ Signed _____

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	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, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

To be completed by Anti-Bullying Lead/Pastoral Team

Actions Taken:	Comments:
Anti-Bullying Lead to speak with all students involved	
Parents informed	
Therapy offered	
Anti-Bullying workshop	
Restorative conversation	
Placed on Bullying Ladder	



Anti-Bullying Ladder

