Bromley Beacon Academy

Anti-Bullying Policy

Responsible post holder	Headteacher
Approved by / on	1st September 2026
Next Review	1st September 2027

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 pupils, 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 pupils and staff on how to deal with incidents of bullying
- To educate both pupils and parents as to the effects and implications of bullying in schools and within the community

Definition

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

Safeguarding Considerations

The school recognises that some incidents which initially present as bullying may constitute child-on-child abuse. This is particularly relevant where incidents involve sexual harassment, sexual violence, discriminatory behaviour, prejudice-based incidents, coercion, serious threats, online abuse or hate-related behaviour. Such incidents will be managed in line with the school's Safeguarding and Child Protection Policy, alongside this Anti-Bullying Policy where appropriate.

Bullying can include the following:

- Verbal e.g. name calling, teasing
- Derogatory/Discriminating language and/or behaviour/bullying related to protected characteristics including race, religion or belief, sex, disability, sexual orientation, gender reassignment, pregnancy or maternity.
- Threats and extortion
- Physical violence
- Emotional bullying
- Sexual e.g. unwanted physical contact or sexually abusive comments
- Damage to someone's belongings
- Leaving pupils out of social activities deliberately and frequently
- Spreading malicious rumours
- Cyber bullying e.g. text messages, email, social media etc.

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 follow up 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 pupils

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 pupils 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 pupils how to constructively manage their relationships with others through:
    - Form/Tutor Time
    - A robust PSHE curriculum incorporating Drop Down days
    - Assemblies
    - Role- plays and social stories to show what pupils 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
    - Therapeutic interventions

Parents/Carers

Parents/Carers who suspect that their child is being bullied are able to raise their concerns by contacting the Behaviour Team/Anti-Bullying Lead.

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

Pupils

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

Reporting and Recording

Pupils 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, KS4 & KS5). If a member of staff does not have access to CPOMs they must use a Bullying Pro Forma (Appendix A). Any concerns around bullying are discussed by the Behaviour Team, it is then decided where pupils are placed on The Bullying Stages (stages) (Appendix B). The Senior Leadership/Behaviour Team may also decide to move a pupil down the Bullying Stages or remove them completely as appropriate.

KS1 BTA Midfield Campus Strategies:

Changing the attitude and behaviour of pupils 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 pupil to resolve issues and prevent recurrence

e) If a pupil 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 pupils are aware of the schools Anti-Bullying procedures including the bullying stages
- We will speak with the pupil (or pupils) 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 pupils to let us know when they are being bullied
- We will adopt a joint problem solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils 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 pupils 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 pupils 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 Stages** (Appendix B) listed below will be followed (KS2,3,4 & 5).

Initial Concern – Pupils of concern are brought to the attention of the Behaviour Team 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 Suspension)

Stage 3 – Deputy Headteacher and police discussion takes place with perpetrator and parents/carers (Possible Suspension)

Stage 4 – Headteacher and police meeting takes place with perpetrator and parents/carers, suspension will be considered

Supporting pupils who have been bullied
Pupils 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 pupil and their family
- We will offer pupils 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, pupils and parents/ carers regarding policy and procedures.

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

Appendix A – BBAO Bullying Pro Forma

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_____

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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: **· 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 pupils involved	
Parents informed	
Therapy offered	
Anti-Bullying workshop	
Restorative conversation	
Placed on Bullying Stages	

Appendix B – BBA Procedures for dealing with bullying incidents.

Anti-Bullying Stages

