

Bromley Beacon Academy

Anti-Bullying Policy

Responsible post holder	Executive Headteacher
Approved by / on	1 st September 2021
Next Review	1 st September 2022



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 Head of School and Behaviour 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 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, deal with 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 which they have seen and been told about. No staff should let an incident pass by unreported, whether it is onsite or during an offsite activity
- 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:
 - Circle Time for KS2 and KS3
 - A robust PSHE curriculum incorporating Drop Down days at Bromley campus
 - Assemblies
 - Role- plays and stories to show what students can do to prevent bullying, and to create an anti-bullying climate in school
 - Restorative Justice
 - BBAO LIFE Core Values -Learning, Independence, Friendship, Emotions
 - BBAB – RHITT values (KS4 & 5)
 - Tutor / Pastoral support
 - Social Skills KS4&5
 - Recovery Curriculum (KS2, 3, 4 & 5)

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 of School.

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

- Supporting our 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 (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 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 (Section 4)
- 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 students who have been involved in bullying others to provide the support that they themselves need
- We will utilise external agencies to support reducing bullying such as Youth Offending Service and Bromley Wellbeing.
- Schools police team

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

Stage 1 – A letter is sent home. A discussion in school takes place with the perpetrator regarding the incident



Stage 2 – Perpetrators’ parents/Guardian brought in and discussion takes place. Restorative practice (possibly Internal/External) used at this Stage. (Possible Internal/External Exclusion)

Stage 3 – Head of School and police interview with parents – contract created which student and parent will be expected to sign. (Exclusion likely to occur)

Stage 4 – Executive Headteacher will meet with Parent and Student. Decision to Change Placement/Permanently Exclude may occur

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

Counselling

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

Staff Training

Training needs of staff are reviewed annually. 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 of school 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:		Time and Date:	
Signed:		Location:	

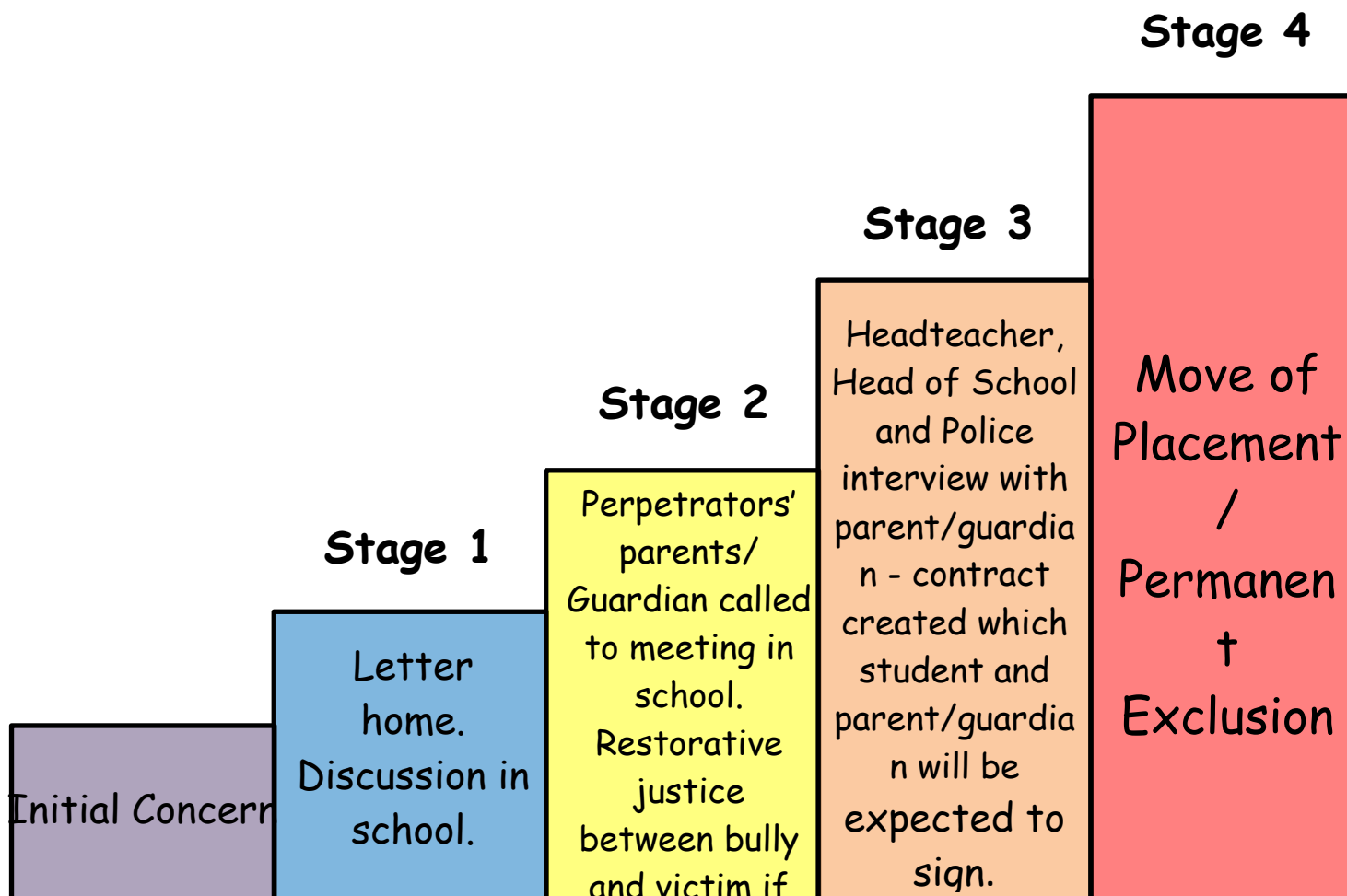
Nature of Bullying:

Consequence:

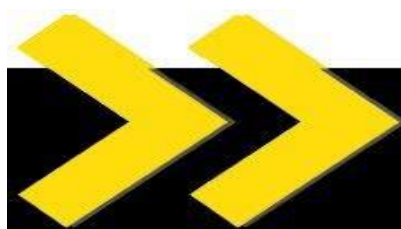
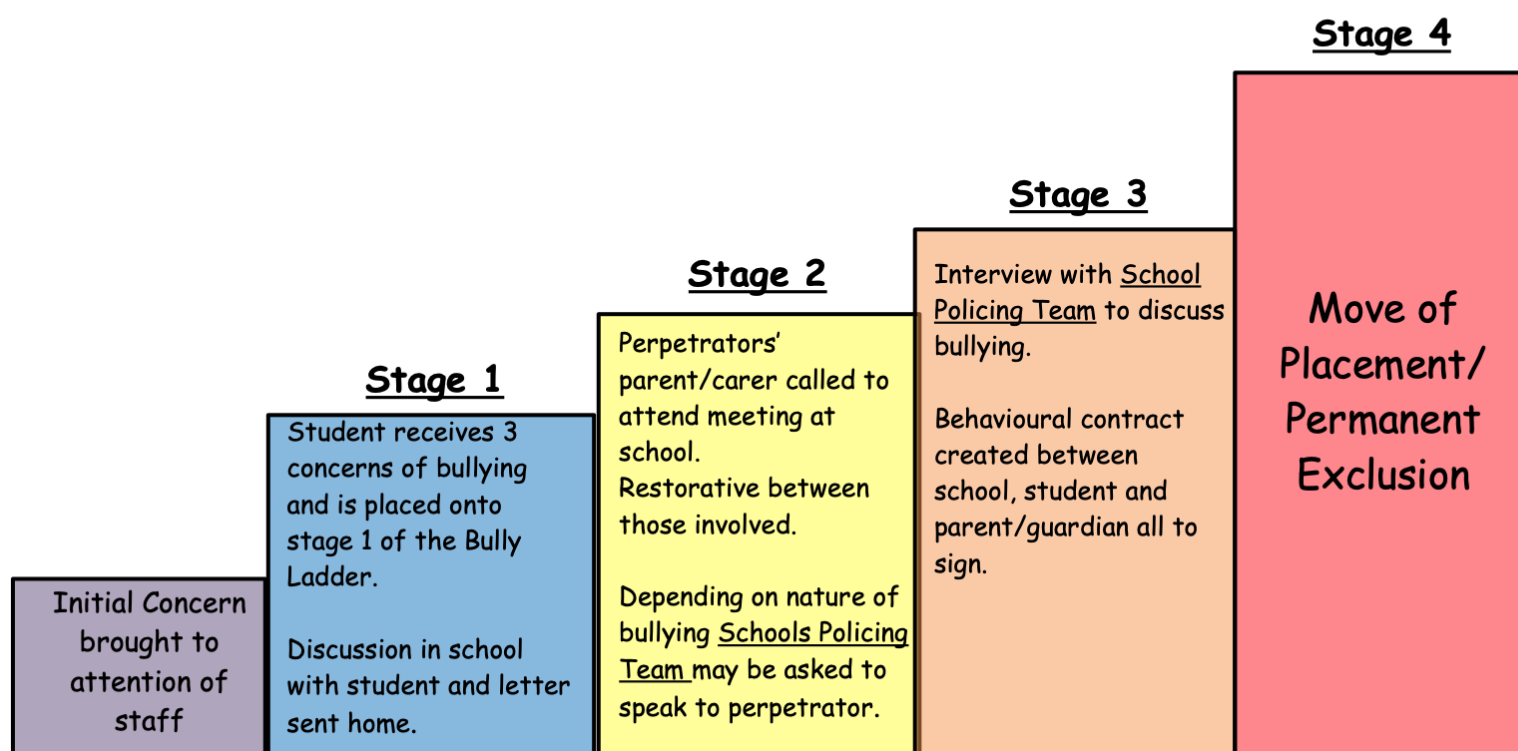
Other staff involved/present:

Name _____ Signed _____

PROCEDURES FOR DEALING WITH BULLYING INCIDENTS



PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING AT BBAB



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