



Beamont Collegiate
Academy

Anti-Bullying Procedures

7. Anti-bullying

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ANTI-BULLYING

Beamont Collegiate Academy School promotes an ethos where students are reflective, resilient and responsible. This policy will draw upon these core values to illustrate how bullying can be prevented and resolved. The school recognises that students will learn best in a safe and calm community free from disruption and in which education is the primary focus. Staff, students and parents are responsible for reporting bullying as soon as possible. They are also responsible for implementing the preventative strategies outlined in the policy.

Beamont Collegiate Academy School is aware of the statutory responsibility to discipline students for poor behaviour outside the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to discipline students for poor behaviour when not on school premises. This can relate to bullying incidents occurring anywhere on or off the school premises.

This policy should be used alongside the school's Child Protection and Safeguarding policy, as peer-on-peer abuse must be considered a potential source of significant harm.

1.0 Aims

- To work towards the elimination of bullying at Beamont Collegiate Academy School
- To enhance the Behaviour Policy which confirms the school expectations;
- To involve all members of the school community in countering bullying;
- To enable students, staff, parents and governors to understand what constitutes bullying and their specific responsibilities;
- To ensure that there are strategies to minimise the risk of peer-on-peer abuse and procedures;
- To enable parents to feel confident that bullying will be firmly dealt with by the school;
- To inform all members of the school community that bullying behaviour will not be tolerated.

2.0 What is bullying?

There is no legal definition of bullying, however our school definition of bullying is: **Repetitive intentional** hurting of one person or a group by another person or group, where the relationship involves an **imbalance of power**. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

There are different types of bullying:

- **Psychological** (being excluded from groups and rumours etc.)
- **Cyber** (abusive text messages, internet messages etc.)
- **Verbal** (threats, name calling, racism, homophobia etc.)

- **Physical** (punching, kicking, scratching, pushing, throwing objects at someone etc.)

Bullying invariably undermines self-confidence and initiative and can create a cycle of poor performance and further criticism, potentially causing depression, stress, and mental or physical ill-health, with consequent absence from school or work.

Some forms of bullying may break the law and may be reported to the police by the school:

- Violence or assault;
- Theft;
- Repeated harassment or intimidation, e.g. name-calling, threats and abusive phone calls, emails or text messages, sexual harassment and peer-on-peer abuse;
- Hate crimes – any incident which the victim, or anyone else, thinks is based on someone's prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender.

3.0 Prevention

"A school's response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.

(Department for Education - Preventing and tackling bullying, July 2017)

Preventing bullying behaviours can be possible through a range of proactive measures. At Beamont Collegiate Academy School, we look for every opportunity to prevent bullying type behaviours from happening. Some of the actions the school takes to prevent bullying include:

- The issue of bullying is included in the curriculum and classwork, e.g., drama and English.
- Bullying is addressed through the PSHE/RESPECT programme.
- The Form Time and Assembly programmes reinforce British Values and the ethos of the school.
- Students are not permitted to use their mobile phones around the school. This is partly to prevent cyberbullying.
- Duty staff are vigilant and watch and listen for any bullying behaviour, no matter how small.
- Seating plans in lessons are carefully considered using any relevant information about the relationships between specific pupils.
- External speakers raise awareness of issues such as racism and homophobia.
- Working with the broader community, such as the police/children's services, where bullying is particularly serious or persistent, to send a strong message that bullying is unacceptable within our school.

Beamont Collegiate Academy School recognises that specific groups of students are particularly vulnerable to bullying. These include children and young people with Special Educational Needs and Disabilities (SEND), young carers, Black and Minority Ethnic (BME), those who are, or thought to be lesbian, gay, bisexual, transgender, queer, questioning, intersexual, asexual or pansexual (LGBTQ+). As such, prevention of bullying considers the specific patterns of discrimination these groups face.

4.0 Tackling Bullying

Beamont Collegiate Academy School recognises that specific groups of students are particularly vulnerable to bullying. These include children and young people with Special

Educational Needs and Disabilities (SEND), young carers, Black and Minority Ethnic (BME), those who are, or thought to be lesbian, gay, bisexual, transgender, queer, questioning, intersexual, asexual or pansexual (LGBTQ+). As such, bullying prevention considers the specific discrimination patterns these groups face.

Beamont Collegiate Academy School has clear strategies for responding to bullying incidents. These may include outcomes from the school sanction system (Choices and Consequences) as detailed within the school behaviour policy. The consequences of bullying will reflect the seriousness of the incident. All sanctions will be applied fairly, consistently and reasonably – after carefully considering possible contributing factors such as special educational needs, disabilities or other vulnerabilities of both the victim and perpetrator.

The school will support the victim upon finding out about bullying but will also seek to work with the perpetrator of the bullying in order to prevent further incidents in the future.

5.0 Reporting Bullying

Students can report bullying of themselves or someone else in the following ways:

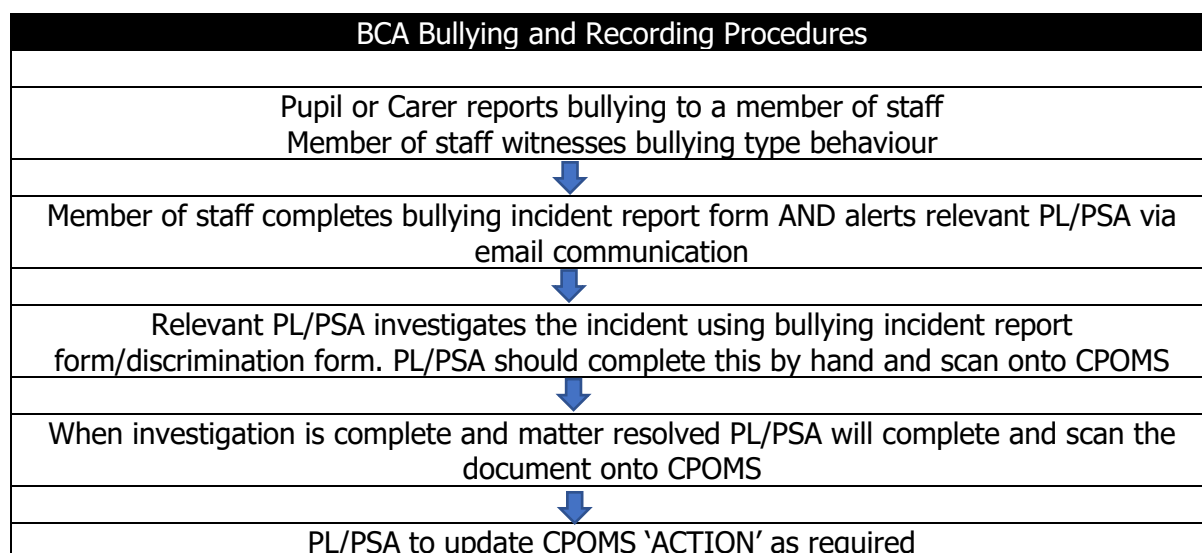
- Speaking to their Tutor
- Speaking to the pastoral support assistant
- Speaking to their Progress Leader
- Speaking to the Designated (or Deputy) Safeguarding Lead
- Reporting bullying online through the tellus@bca.warrington.ac.uk
- Importantly, students are reminded that they can talk to **any** member of staff in the school they trust
- Speaking to your parent and ask them to pass on the information to the school.

Parents/Carers can report bullying of their child or someone else’s in the following ways:

- Contacting their child’s Form Tutor by email, telephone, meeting)
- Contacting pastoral support assistant
- Contacting their child’s Progress Leader
- Reporting bullying online through the tellus@bca.warrington.ac.uk
- Importantly, parents/carers are reminded that they can speak to **any** school staff member regarding this. Staff will pass this on to the Pastoral Team.

Staff

Below is the method for staff to report any incident of bullying:



6.0 Investigation

The investigation into the bullying incident(s) will be conducted by the most appropriate member of staff, depending on the severity of the allegation. This may include the PSA, Progress leader, Vice Principal, or may include external agencies such as the Police. Any investigation into alleged bullying will be discreet, sensitive, timely and thorough. The exact timeline of investigations will vary depending on the scenario but will usually include:

- The victims will be talked to along with other witnesses and statements will be taken
- The accused will be talked to, to get their version of events
- Other staff, students and parents will be involved, where needed
- Parents/carers will be kept fully aware
- A record will be placed in all the involved students' files
- All students will be made aware that such behaviour will not be tolerated

7.0 Outcomes

- The student who has been bullied will be offered support if they feel they need it. This may depend on the nature and severity of the incident and may refer to external agencies such as CAMHS.
- Students who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy. These sanctions range from detentions to fixed and even permanent exclusion where it is deemed bullying has been extreme and particularly damaging. The student will be offered support if they feel they need it.
- Parents of those bullied and bullying will be notified of the outcomes of the investigation.

8.0 Links

The websites listed below offer direct links to other sources of information for parents and young people.

- Stonewall: www.stonewall.org.uk
- Useful information and links on LGBTQ issues.
- Advisory Centre for Education: www.ace-ed.org.uk
- Registered charity independent of central or local government giving free advice and support to parents of children in state schools.
- Anti-Bullying Network: www.antibullying.net
- Established by the Scottish Executive. Useful links and reviews for teachers, parents and students on bullying and related issues.
- BBC Schools: www.bbc.co.uk/schools
- Includes information about bullying.
- Bully OnLine: www.bullyonline.org
- Information on bullying for teachers, children and schools which details the legal procedures available. This site also lists support groups for teachers.
- Bullying Online: www.bullying.co.uk
- Useful information and links on bullying and related issues for parents, children and teachers.
- ChildLine: www.childline.org.uk
- Primarily a helpline for children but has useful information and links on bullying. Chips (Childline in Partnership with Schools) encourages schools to support students in setting up anti-bullying projects.
- 'Bullying! Information for parents on how to help your child' – leaflet giving information and practical guidance.
- Kidscape: www.kidscape.org.uk

- Advice for children, parents and teachers as well as training and sample policies.
- Schools Out!: www.schools-out.org.uk
- Campaigns for better support networks for gay and lesbian students and clearer guidance for teachers on issues of sexuality.
- Topmarks: www.topmarks.co.uk
- Aims to provide easy access to the best educational websites including information on bullying for teachers, parents and young people.