BEACON PRIMARY ACADEMY

# Anti-Bullying Policy

## Statement

Beacon Primary Academy are committed to providing a safe environment for all pupils and consequently take bullying and its impact seriously. Pupils and parents should be assured that bullying is not tolerated and known incidents of bullying will be responded to promptly and appropriately.

This policy compliments and supports the following policies:

- Behaviour
- Child Protection/Safeguarding
- Online Safety Policy
- Equality, Diversity and Inclusion Policy

The Equality Act 2010 places a duty on all school staff in England, Wales and Scotland to prevent discrimination, harassment and victimisation within the school. The characteristics that are protected by the Equality Act 2010 are: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the Designated Safeguarding Lead and Senior Leadership Team will report their concerns to their local authority children's social care. In line with the DfE guidance "Keeping Children Safe in Education" (2025), all school staff must be aware that bullying, including cyberbullying, may be an indicator of child-on

child abuse or exploitation and must be treated as a safeguarding issue where appropriate.

## Aims

The aim of this policy is to work together to ensure that our academy is a safe place for children and adults to be.

• All teaching and non-teaching staff, pupils and parents/carers should understand what bullying is.

• All pupils and parents/carers should know what the academy policy is on bullying and what they should do if bullying arises.

• All staff and pupils are supported to challenge and report discriminatory language or behaviour in any form, including those that fall under protected characteristics.

## What is Bullying?

Bullying is the repetitive, intentional 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 (AntiBullying Alliance).

Child friendly definition of bullying: Bullying is something that can hurt you on the inside or on the outside. It can hurt you on the outside by hitting you and hurting you physically and it can hurt you on the inside by name calling or hurting your feelings. Bullying is done on purpose; it is not an accident. It is bullying if these things happen more than once and are consistently happening.

The main components that determine if a behaviour is bullying are;

Repetition: bullying behaviours happen more than once.

An Imbalance of Power: bullies use their power - physical strength, access to embarrassing information or popularity - to control or harm others.

Intentional: a behaviour or action is done with the intention to cause harm to another person or group. Bullying may be related to; race, gender, religion, culture, appearance or health condition, home circumstances, sexual orientation etc.

Protected Characteristics: Staff should remain vigilant to instances of bullying linked to protected characteristics, including homophobic, biphobic,

transphobic (HBT) bullying, and racist bullying, which may also meet the threshold for hate incidents or hate crimes.

Bullying may be related to:

• race

• gender

• religion

• culture,

• appearance or health condition,

• home circumstances,

• sexual orientation, etc. Bullying may also be targeted at neurodiverse pupils or those with SEND (Special Educational Needs and Disabilities), and these children may be disproportionately affected.

**Signs of bullying may include;**

• Unwillingness to come to school

• Withdrawn or change in behaviour

• Complaining about missing possessions

• Refusal to talk about the problem

• Damage or refusal to complete work

• Complaining about physical pain

• Self-harm

• Feels ill in the morning before school

• Is bullying other children or siblings

• Stops eating

• Is nervous when a cyber-message is received

• Increase in lateness or absence

• Drop in academic performance or engagement

• Sleep disturbances, nightmares or bedwetting

• Anxiety, depression or low-esteem

The above list is not exhaustive, if you are concerned about your child displaying any of the above signs or changes in behaviour please contact the designated safeguarding lead immediately.

## Prevention

The academy will not only respond to instances or disclosures of bullying, but we will also implement a vigilant and preventative approach throughout the academy. This includes promoting online safety, healthy peer relationships, and critical digital literacy as part of our computing and RSE and PSHE curriculum.

This consists of school staff proactively managing issues between peers that may provoke conflict which may involve talking to pupils about issues of difference, the delivery of assemblies and workshops, addressing the issues as part of the curriculum and effective relationships between staff and pupils. The school promotes a value of respect for staff and other pupils and an understanding of how an individual's actions affect others.

At Beacon Primary Academy bullying is not acceptable between any members of our school community including pupils and their families, staff members and stakeholders. We will endeavour to promote and facilitate a preventative approach across our whole school community. As part of our duties under the Equality Act, we actively challenge stereotypes and prejudice through our curriculum, displays, training and inclusive policies. As a school we recognise that unstructured times, such as break times, can be a difficult time for our pupils to remain regulated and socially interact appropriately.

For this reason, we have a robust break time schedule which consists of staff members facilitating positive social interactions between our pupils. This enables our pupils to engage in positive games, activities and communications whilst being supervised effectively by staff who act proactively in managing issues between peers and prevent instances of negative interactions or bullying behaviour.

## Forms of Bullying

Bullying behaviour can be:

Verbal bullying is saying mean or unkind things. This could include teasing, name-calling, inappropriate comments, taunting, threatening to cause harm etc.

Physical bullying involved hurting a person's body or possessions. Physical bullying includes; hitting, spitting, taking or breaking someone's things etc.

Online/Cyber-bullying is bullying that takes place over electronic devices and can include sending, posting or sharing negative, harmful, or false content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behaviour. The most common places where cyberbullying occurs are;

- Social media such as Facebook, Instagram, snapchat etc
- Text messages/written messages.
- Instant messages such as email, social media, or device apps
- Online gaming platforms such as Xbox, PlayStation etc.

Emotional/indirect bullying is the continual emotional mistreatment of others, this includes, but it not limited to isolating others, tormenting, hiding others belongings, threatening gestures, humiliation, intimidating, excluding, manipulation and coercion etc. This behaviour is often subtle, secretive and hidden from others witnessing. This can include the exploitation of individuals or isolating others.

Prejudiced-based bullying (crosses all types): targeting individuals based on their protected characteristics, such as racism, sexism, ableism, homophobia, biphobia, transphobia, faith-based bullying etc.

### Actions to take if you witness or suspect bullying of pupils

• Tell an adult straight away. This can be any of the adults in school or an adult at home (they can always talk to school for you). There is always someone that can help.

• If a pupil does not want to talk to somebody they can write their worries and pass this to any adult in school or an adult at home.

**Parents/Carers**

The support of parents/carers is vital in preventing bullying and children can often feel more comfortable in talking to the adults within their home. We ask that you;

• Look out for any signs that your child may be a target of bullying

• Monitor their use of technology appropriately, this may be close supervision when your child is using electronic devices or putting parental controls on your home's internet/children's individual devices. You can learn the steps to take in how to keep children safe online via NSPCC:

https://www.nspcc.org.uk/preventing-abuse/keepingchildren-safe/online-safety/

Contact the school immediately and speak to your child's class teacher or Pupil Engagement and Pastoral Lead. All reports of bullying are shared with the Senior Leadership Team.

• Work with us to establish the facts and support your child

• It is expected that parents will model appropriate behaviour and conduct when addressing any conflict for their child. This includes when intervening online. Parents are strongly encouraged not to message other children on behalf of their own online.

**Staff**

• Log all reports of bullying, on the school's electronic recording system CPOMS under Child-on Child Abuse.

• Where a safeguarding concern exists, a referral should be made to children's social care and/or the police in accordance with the school's safeguarding procedures.

• Staff must follow the 'Child-on-Child Abuse' protocol when a bullying incident has elements of sexual harassment, violence, exploitation or online coercion.

• All staff must complete annual training in accordance with Keeping Children Safe in Education (KCSIE) statutory guidance and Prevent Duty.

• Contribute to creating and maintaining a welcoming and supportive environment for pupils and parents/carers.

• Promote the wellbeing and ensure the safeguarding of all pupils.

• Monitor and promote exceptional behaviour throughout the school day.

• Take all reports of bullying seriously and immediately intervene.

• Report all behavioural/bullying concerns to the Designated Safeguarding Lead/Parental Engagement and Pastoral Lead.

• Liaise with parents/carers regarding any concerns or incidents of bullying and agree an appropriate time to review the original concern.

• All staff to participate in continued professional development regarding Child Protection and Anti-Bullying.

• The Designated Safeguarding Lead and Pupil Engagement and Pastoral Lead will be responsible for overseeing all anti-bullying strategies in school including analysis of behaviour data, preventative interventions, and restorative facilitation of peer relationships. However, it remains the responsibility of all staff to promote and facilitate antibullying throughout the school.

If we become aware of any bullying taking place we will deal with the issue immediately. We will spend time talking to the pupil who has bullied and explain why the action was wrong and endeavour to support the child to change their behaviour in the future. The voice of any victims of bullying will be gained, and the pupil will be reassured and supported. The context of the incident has an impact on the consequence that a pupil receives, and peer resolution will be promoted when appropriate. This will be carefully considered to ensure that there is a zero tolerance of bullying behaviour and to facilitate the opportunity to reflect and learn from their actions. Consequences may include pupils being spoken to by a member of the leadership team, missed playtimes, internal suspension, fixed term external suspension or permanent external exclusion. Our children's voice remains at the centre of all action and whilst peer resolution is promoted and facilitated by adults this will never be enforced if this is against a child's wishes. All reports of bullying, including the form of bullying, will be recorded via the school's electronic recording on CPOMS to ensure that incidents and appropriate actions can be monitored and reviewed.

**Bullying outside the school premises**

The Department for Education state: 'School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's

disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances.' (DfE Preventing and tackling bullying; 2017).

Where behaviour constitutes a criminal offence (e.g., harassment, hate crime, threats), the school will support the victim and liaise with the police where necessary. Where a pupil or parent informs us of bullying off the school premises we will;

• Talk to pupils about how to avoid or manage bullying outside of school

• Talk to the Headteacher/Designated Safeguarding Lead of any other school whose pupils are bullying

• Talk to the police where this is deemed necessary

## Creating an Anti-Bullying Culture in School

The school's behaviour policy explains how we promote positive behaviour in school to create an environment where pupils display positive behaviour, abilities and attitudes whilst promoting self-esteem and encouraging mutual respect. This is implemented within the school day through the school values, role modelling, and praising, rewarding and celebrating the success of pupils.

We are committed to embedding anti-bullying values into all areas of school life including through our Relationships and Sex Education (RSE) curriculum and inclusive reading materials. The school also uses student voice surveys and pupil forums to monitor pupils' feelings of safety and address concerns early. We also utilise the school's curriculum and promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practiced. Our aim is to create a culture where bullying is not accepted by anyone within the school community.

## Our curriculum is used to;

• Raise awareness about bullying.

• Increase understanding for pupils within the school at risk of being bullying and to create an anti-bullying culture in school.

• Teach pupils how to constructively manage their relationships with others

• During the school year we will be having themed weeks, themed assemblies, role play, external workshops/visitors are used to show what pupils can do to prevent bullying.

See our PSHE and RSE subject information page on our website for more information.

The school endeavours to ensure that all pupils know the difference between bullying and 'falling out'.

External support is available regarding anti-bullying and useful links are;

https://www.anti-bullyingalliance.org.uk/

https://www.beyondbullying.com/

https://www.childline.org.uk/

https://www.kidscape.org.uk/

https://www.nspcc.org.uk/

https://www.thinkuknow.co.uk/parents/ Childline: 0800 1111

https://reportharmfulcontent.com/ – A UK tool to report harmful online content https://toot.org.uk/ – Anonymous reporting tool for students

**Useful Contacts**

Miss Lisa Wright – Principal

Miss Amy Short – Deputy Principal

Miss Tracey Gartshore – Deputy Principal

Mrs Simone Sowden – Pupil Engagement and Pastoral Lead

**Class Teacher information can be found on the academy's website**

**Policy Review**

Beacon considers the Anti-Bullying policy document to be important, and the policy will be reviewed annually by the Academy. This will be conducted through parent/carer policy consultation, pupil consultation and an annual staff meeting. The Senior Leadership Team at Beacon Primary Academy will oversee the final thorough review of all policy consultations and review

practice each year together with the Trust. Any changes in statutory guidance or legislation (e.g., KCSIE updates) will also trigger an immediate review.