



Anti-Bullying Policy

Version number:	V1
Date adopted by the LGB:	June 2023
Scheduled review date:	Summer 2025
Statutory or Best Practice policy:	Statutory
Appendices:	No
School or Trust policy:	School

Meeting your communication needs:

We want to ensure that your needs are met. If you would like this information in any other format, please contact us on 01208 72773 or email beacon@kernowlearning.co.uk

“We require every adult and pupil within Beacon Academy to behave in a considerate way and to respect the rights of others.”

Beacon Academy believes that our policy against bullying must be seen as an integral part of our Academy values.

Our approach to bullying is a ‘whole Academy’ approach. We expect everyone to act with courtesy and consideration to others at all times and to always try to understand the other person’s point of view. Neither staff or pupils will condone or ignore bullying of any nature and anti-social behaviour will not be tolerated.

“It is important to distinguish between bullying behaviour and an outright condemnation of the whole person. Bullying behaviour is often an expression of inward distress, the passing on of negative behaviour, confusion about one’s own worth or an extreme need to bolster self-esteem”. (Behaviour and Attendance Strand).

All members of our Academy will be encouraged not to accept bullying of any form and if they ever experience, see or suspect bullying is taking place to **ALWAYS** speak up and **TELL** someone. **ALL OF US WILL LISTEN** and **ALL OF US WILL ACT** by involving appropriate staff.

Our Academy will:

- support staff to identify and respond to bullying
- make pupils aware that we listen, and all bullying issues will be dealt with sensitively and effectively
- work towards creating an anti-bullying culture
- ensure that pupils/Parents/Carers and staff expressing concerns about bullying have them taken seriously
- learn from effective anti-bullying work elsewhere
- discuss, monitor and review incidents of bullying

Beacon Academy recognises that in any large group of people there will always be some bullying and however undesirable, it needs to be recognised as a reality.

Our policy of preventative intervention is intended to create a safer climate where we can maintain our friendly, caring, yet hard-working atmosphere and where all adults and pupils can feel confident that, as an individual, they are important.



OUR POLICY RECOGNISES THAT BULLYING CAN BE:

- I. physical II. verbal III. mental
- IV. 'cyber-bullying' (text, e-mail and internet)
- V. racist, homophobic, sexist
- VI. directed to vulnerable groups (children in care, young carers etc)
- VII. or any combination of these areas

OUR POLICY IS POSITIVE RATHER THAN PUNITIVE AND OUR AIMS ARE TO:

- I. prevent bullying
- II. deal promptly with any incident of bullying if, and when, it occurs
- III. promote self-esteem, including the bullied and those who suffer from the need to bully
- IV. encourage everyone to speak out and **TELL** if bullying is taking place
- V. encourage everyone to help and protect others within the Trust

OUR POLICY IS BASED ON TRUST BETWEEN PUPILS & ADULTS AND WILL:

- I. raise awareness throughout the curriculum
- II. give pupils opportunities to talk about bullying in general (e.g. through Circle Time, assemblies and PSHE lessons).
- III. ensure that key areas of the grounds, buildings etc. at each site are monitored appropriately.

OUR POLICY IN DEALING WITH BULLYING BETWEEN PUPILS REQUIRES A TRUST -WIDE CONSISTENCY OF APPROACH:

Stage 1

Parent, child, someone informs the Academy of the problem

Class Teacher meets with all children involved and explains seriousness of problem and agrees strategies to sort problem. (keep notes)

Class Teacher feeds back strategies agreed to informing parent

Class Teacher alerts all staff (especially midday) to the problem and monitors.

Class Teacher informs appropriate line manager e.g. Key Stage Leader.

End of week – Teacher meets with all children again to discuss progress

A range of strategies will be trailed at this stage with regular end of week feedbacks

If problem persists:



Stage 2

Class Teacher meets Parents of all children involved individually and explains issues and agrees ways forward. (record of meeting copied to Head Teacher)

Class Teacher meets with all children involved and discusses agreed way forward. (keep notes) Previous alerting and monitoring repeated and mentioned at staff briefings

End of week – Teacher meets with all children again to discuss progress

Progress reported to all Parents (records kept and copied to Head teacher)

A range of strategies will be used at this stage with regular end of week feedbacks

If problem persists:

Stage 3

Key Stage Leader/Assistant Head and Class Teacher meets with all children and explains seriousness of problem and agrees way forward (keep notes)

Key Stage Leader/ Assistant Head and Class Teacher meets Parents of all children involved individually and explains issues and agrees ways forward. (record of meeting copied to Head Teacher)

Previous alerting and monitoring repeated and messages reinforced at staff briefings

End of week procedure repeated with KS Leader and Class Teacher

Progress reported to all parents (records kept and copied to

Head) If problem persists:

Stage 4

Head and Key Stage Leader/ Assistant Head meets with all children and explains seriousness of problem and agrees way forward (keep notes)

Head Teacher meets parents of all children involved individually and explains issues and agrees ways forward. (record of meeting cc. Key Stage Leader/Assistant Head and Class Teacher) Previous alerting and monitoring repeated

End of week procedures repeated with Key Stage Leader/Assistant Head and Head Teacher

Progress reported to all Parents (records kept and cc.)

If problem persists:



Stage 5

Other strategies including exclusion considered

OUR POLICY WILL BE MADE CLEAR TO THE FOLLOWING GROUPS:

- I. **Staff** - teaching/non-teaching
- II. **Pupils**
- III. **Parents**
- IV. **Governors**
- V. Others connected with our Academy, e.g. School Transport drivers, voluntary helpers, neighbours etc.

Our policy will be continually monitored by the Trust and its Academies and will be reviewed and updated. It should be read in conjunction with 'Possible Signs of Bullying' and 'Action Guidance Notes' which follow.

If you suspect your child is being bullied please contact your child's Class Teacher in the first instance.

