London South East Academies Trust

Anti-Bullying Policy

Responsible post holder	Head Teacher
Approved by / on	Sept 2025 – Peter Forrest
Next Review	Sept 2026

Anti-Bullying Policy

Bramley Oak Academy recognises the fact that if an individual is being bullied then effective learning will not take place. The school will therefore endeavour to ensure, through the Head Teacher and Inclusion Support Team (IST) 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 student

Creating an Anti-Bullying climate in school
Bramley Oak 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 during class time
- Personal Development Lessons (containing a range of intervention programs e.g. Lego therapy, Zones of regualtion)
- A robust PSHE curriculum
- 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
- Drop Down focus days
- School Values

Parents/Carers
Parents/Carers who suspect that their child is being bullied are able to raise their concerns by contacting the Inclusion Support Team (IST) 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

Reporting and Recording
Students can report to members of staff, form tutors, the Inclusion Support Team (IST) or a member of SLT.
All incidents are recorded by staff onto CPOMS which is reported to the Head Teacher/Inclusion Support Team (IST) who can read through the recorded log and put in place strategies to resolve the issue. The incident is then discussed by the Inclusion Support Team (IST) during which it is decided where students are placed on The Bullying Ladder (stages) (Appendix A). The Senior Leadership Team may also decide to move a student down the Bullying Ladder or remove them completely as appropriate.

Bramley Oak Academy may then 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

After investigation, the **Anti Bullying Ladder** (Appendix A) listed below will be followed.

Initial Concern – Students of concern are brought to the attention of the Inclusion Support Team (IST). Initial discussion with parents and pupil to take place.

Stage 1 – A letter is sent home (or other appropriate means of communication). A discussion in school takes place with the perpetrator regarding the incident

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

Stage 3 – Head Teacher (possible other agencies e.g. police) interview with parents – contract created which student and parent will be expected to sign. (Exclusion likely to occur)

Stage 4 – Trust Leadership will meet with Parent and Student. Decision to Change Placement/Permanently Exclusion 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 school 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 Inclusion Support Team (IST) will undertake systematic monitoring, review and evaluation of the Anti-Bullying Policy to ensure that the operation is effective, fair and consistent.