The New Beacon

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Anti-Bullying Policy

Revised by	Kate Spoor
Revision Date	May 2026
Next Revision Date	May 2072

.....Published: May 2026
Next Review: May 2027
Updated by: Kate Spoor

1. AIMS AND OBJECTIVES

At The New Beacon, we aim to create a safe and secure environment where every pupil and member of staff can thrive.

Respect underpins every aspect of school life: respect for the school, its values and traditions; respect for others, nurturing a diverse and inclusive community and respect for one's-self, reinforcing the belief in the difference every individual can make in the wider world.

The New Beacon does not tolerate bullying. This policy has regard to the non-statutory advice issued by the Department of Education, Preventing and tackling bullying: Advice to headteachers, staff and governing bodies' (July 2017).

2. DEFINITION OF BULLYING

Bullying is any persistent behaviour which is deliberately intended to hurt or intimidate another individual either physically or emotionally, which may cause psychological damage. The intimidation can be carried out by an individual or occur in a group of pupils, regardless of age.

Onlookers or bystanders to incidents of bullying can be seen as complicit.

Bullying often includes, but is not limited to:

- name-calling, taunting, mocking, teasing;
- making offensive comments (including comments related to protected characteristics e.g. sexuality, marriage and civil partnership, pregnancy and maternity, disability, gender, age, race, religion or belief, sex and sexual orientation);
- threatening or aggressive behaviour;
- kicking, hitting, pushing;
- taking money or possessions without consent or by force;
- harassment;
- producing offensive graffiti;
- gossiping;
- excluding people from groups; or
- spreading hurtful and untruthful rumours.

Bullying through prejudice of a protected characteristic is often motivated by prejudice against particular groups for example on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation and also against children who are adopted or a carer.

Bullying is seen as serious misconduct in school.

Cyberbullying

The term cyberbullying refers to any bullying by electronic means (social media websites, mobile telephones, text messages, email, photographs). The New Beacon recognises that bullying online, especially on social media, can be as dangerous and damaging for pupils as bullying in person. Cyberbullying may include but is not limited to:

- inappropriate text messaging and emailing;
- sending offensive or degrading images by phone or via the internet;
- use of phones or electronic devices to cause distress, fear or humiliation;
- using someone else's identity via email, mobile phone or social media;

- posting inappropriate material on social media sites; or
- excluding people from online groups or games.

Specific types of bullying may relate to race, religion or culture, learning differences and SEND, disabilities or caring for others, appearance or health conditions, sexual orientation, sexuality, age, adoption, homophobia, gender identity, or sexist or sexual bullying.

The serious consequences for the victim of bullying range from psychological damage and its related symptoms such as a loss of confidence or depression, to suicide. For this reason, a bullying incident will be treated as a safeguarding concern when the school has reason to believe that a child is suffering or likely to suffer significant harm. Please see the Safeguarding (Child Protection) Policy.

3. ACTIONS FOR PREVENTING AND TACKLING BULLYING

All members of The New Beacon School community have the right to remain free from bullying or the fear of bullying. Nobody is exempt from the potential of being bullied and/or being seen as a bully through their actions. The school aims to educate all pupils and staff as to the consequences and repercussions of their actions in the eyes of others and to prevent any form of recurrence or retaliation of bullying behaviour. The school seeks to create a culture of trust in which pupils can openly discuss issues of power and control, bullying and unhealthy relationships, raising concerns without fear of further incident or recriminations.

In order to prevent and tackle bullying, The New Beacon will:

- ensure that all pupils understand the anti-bullying policy and the part they can play in preventing bullying should they become aware of it;
- help pupils to identify bullying behaviour as opposed to an isolated act of unkindness using the acronym STOP: Several Times On Purpose;
- teach the school values and ethos to pupils and adults as a means of demonstrating integrity, morality and concern for others;
- teach pupils to reflect before acting: is it-True Helpful Inspiring Necessary Kind;
- teach pupils the meaning of being a bystander;
- teach pupils the meaning of being an upstander;
- teach staff and pupils to respect diversity and equality through staff training, lessons, assemblies and dedicated events;
- teach pupils about online safety and the impact of cyberbullying through Global Citizenship & Life Skills lessons, Anti-Bullying Information Booklets, assemblies, anti-bullying events and the programme of external speakers;
- promote friendships across year groups and foster support for pupils using 'buddies' and mentor programmes;
- keep parents informed about all aspects of online safety, including the risks of cyberbullying, sharing guidance designed to reduce opportunities for cyberbullying;
- apply the necessary sanctions to pupils who bully in order to show that their behaviour is not acceptable and not tolerated at The New Beacon;
- ensure that sanctions for bullying are applied fairly and proportionately taking into account the age of the pupil and any SEND;
- consider the motivations behind bullying behaviour and recognise that a child who is bullying may be in need of support themselves;
- involve parents to ensure that they are fully apprised of the procedures to follow if they believe their child is being bullied or bullying another child; and

- ensure that those who feel able to report an incident of bullying, or suspected bullying, will be able to do so in the certain knowledge that those concerns will be listened to no matter who they choose to confide in.

4. REPORTING AND DEALING WITH BULLYING

Pupils

Pupils are told that:
If you are being bullied or suspect that someone else is being bullied, it is very important that you tell someone who may be able to help. This may be a friend, member of your family, Form Tutor, Head of Section, School Counsellor or anyone you feel able to confide in.

Pupils who are being bullied will be appropriately supported and pupils who bully others will be given the help and guidance they need.

We want our pupils to feel empowered as upstanders; we reinforce the message of 'courageous telling' if they become aware of any form of bullying involving a member of the school community.

Staff

Staff are responsible for promoting a safe and secure culture in accordance with the school's ethos and values where bullying is not tolerated. Any adult who has concerns about the bullying of a pupil or a colleague should tell the Head of the relevant section of the school who may discuss the concerns with the DSL or a DDSL.

Parents

Any parent who has concerns about their child or any other pupil in the school should inform an appropriate member of staff (in most cases this will be the Head of the relevant Section of the school for that pupil but may also be the class teacher or form tutor in the first instance).

5. ACTION IN CASES OF SUSPECTED BULLYING

Cases of bullying or suspected bullying will be carefully and thoroughly investigated. All those involved will be given an opportunity to talk about the matter with an appropriate person. Incidents of bullying or suspected bullying will be recorded by the Head of Section.

Where an incident of bullying is proven, a detailed record of all relevant matters will be kept and subsequently stored centrally. These written records will be used to identify any patterns in bullying.

Bullying is a clear breach of the pupil, staff and parent Codes of Conduct and the full range of sanctions available throughout the school may be used to deal with cases of bullying or cyberbullying where found and confirmed (see the Behaviour, Rewards and Sanctions Policy).

It should be noted that, although bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour. A malicious accusation of bullying behaviour, if found to be untrue, will be treated very seriously and may involve a disciplinary sanction.

Where a child is suffering or is likely to suffer significant harm as a result of bullying, it should be addressed as a safeguarding issue (see the Safeguarding - Child Protection policy). In serious

cases, bullying may need to be reported to external agencies such as the Local Authority, children's services or the police.

The school will offer support and counselling to any victims of bullying.

When incidents of bullying (including cyberbullying) outside of school are shown to involve pupils from The New Beacon, the school will investigate and assist in resolving the issue as far as possible. If a pupil is found to have engaged in bullying behaviour outside the school, sanctions may be applied.

6. STAFF TRAINING

Staff will stay up to date with anti-bullying strategies via online and in-person training.

Weekly pastoral meetings are held in sections with the Deputy Head Pastoral, Head of Pre-Prep & Juniors, Head of Early Years to discuss pupil wellbeing and raise any concerns about changes in behaviour. These meetings provide a regular opportunity to identify individual pupils who may be either at risk of bullying or who are being bullied. Staff receive in-house training to ensure they understand the needs of all our pupils.

Staff guidelines regarding appropriate behaviour towards pupils and sanctions to be used are included in the Staff Handbook and in our safeguarding updates. Staff conduct duties around the school during break times, assisting in reducing the potential for bullying.

7. FURTHER RESOURCES

- ChildLine offers a free 24-hour helpline and counselling service for children in distress or danger. Telephone: 0800 1111
- Anti-Bullying Alliance (ABA)
- Information on Cyber bullying
- Parentline
- Bullying UK
- The Department for Education issues advice sheets for parents and pupils, and there are additional resources available in 'Preventing and tackling bullying: Advice for headteachers, staff and governing bodies 2014' (updated 2017).