



ANTI-BULLYING POLICY

Policy Monitoring, Evaluation and Review

The policy will be promoted and implemented throughout the academy. The Principal will take a key role in monitoring and evaluating the policy. The policy along with other academy policies will be available on the academy website. The Academy Council will review the policy annually and assess its implementation and effectiveness.

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Ratified by:	
Date ratified:	
Review date:	September 2027

Revision History:

Version:	Date:	Author:	Summary of Changes:
1.0	May 2021	RHI	New Policy
1.1	Feb 2022	DAT	Update to reporting and prevention.
1.2	Jan 2023	DAT	Review of policy.
1.3	January 2024	DAT	Review of policy
1.4	January 2025	SEV	Added reference to working together to safeguarding children and Trust Acceptable Use Policy. Update to reporting concerns about the principal. Update to imbalance of power to include other vulnerabilities.
1.5	May 2026	DAT	Amended routes for reporting. Updated "Where can I get help at BMA" poster.
1.6	September 2026	DAT	Amended to reflect changes in KCSIE and Working Together to Safeguard Children 2026.

Statement of Intent:

Brook Mead Academy is committed to providing a caring and safe environment in which all scholars can learn in a supportive and secure atmosphere. Bullying of any kind is unacceptable. We aim to prevent bullying, respond promptly when it occurs, and ensure that scholars know how to tell a trusted adult and can expect their concerns to be taken seriously.

We are a community of UPSTANDERS. Anyone who knows that bullying may be happening is encouraged to tell a member of staff, a parent/carer or another trusted adult.

We also recognise that bullying may constitute as child-on-child abuse and is therefore a safeguarding concern. Safeguarding is everyone's responsibility. At Brook Mead Academy, we will take a child-centred approach, listen to scholars, consider their wishes and feelings in an age- and developmentally appropriate way, and act promptly where there is a concern about their safety or welfare.

By law, Brook Mead Academy must have measures in place to prevent all forms of bullying. The following laws highlight the need for all schools to encourage good behaviour and prevent all forms of bullying:

- Keeping Children Safe in Education 2026
- Working Together to Safeguard Children 2026
- Equality Act 2010
- Education and Inspections Act 2006
- Children Act 1989
- Children Act 2004
- Protection from Harassment Act 1997
- Communications Act 2003
- Public Order Act 1986
- Malicious Communications Act 1988
- Data Protection Act 2018, UK GDPR and Data (Use and Access) Act 2025, where applicable.

Other policies which relate to our Anti- Bullying Policy are as follows:

- Behaviour Management Policy
- Safeguarding and Child Protection Policy and Guideline
- Staff Code of Conduct
- Online Safety policy
- Use of electronic equipment including mobile devices
- Scholar Acceptable Use Policy.

What Is Bullying?

Brook Mead Academy uses the Anti-Bullying Alliance definition: bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. We also use the STOP mnemonic: "Several Times On Purpose".

Bullying may be emotional, verbal, physical, sexual, discriminatory or online, and can occur face-to-face, digitally, or across both settings. Examples include:

- Emotional: excluding, isolating, tormenting, threatening gestures or deliberately undermining someone.
- Physical: pushing, kicking, hitting, punching or other violence.
- Verbal: name-calling, insults, threats, sarcasm, humiliating comments or spreading rumours.
- Sexual: unwanted sexual comments, contact, harassment or other harmful sexual behaviour.
- Online/cyber: using social media, messaging, gaming, group chats, image-sharing or other technology to threaten, intimidate, humiliate, harass or exclude.

- Prejudice-based or discriminatory: behaviour motivated by racism, disability, religion or belief, sex, sexual orientation, gender reassignment, or other prejudice.

Repetition and imbalance of power help identify bullying, but they are not prerequisites for safeguarding action. A single incident may still be a serious behaviour or safeguarding concern, including assault, discriminatory abuse, sexual harassment or violence, exploitation, harmful online behaviour, or child-on-child abuse.

The Academy recognises that bullying may be carried out indirectly or through other people, and that power imbalances may arise from group size, age, status, physical strength, disability, communication needs, identity, vulnerability or access to digital platforms.

Bullying and Safeguarding: Child-on-child abuse

Bullying may constitute child-on-child abuse and must be considered within the Academy's safeguarding arrangements. Staff must not dismiss harmful behaviour as "banter", "just a joke", "part of growing up" or similar.

Child-on-child abuse can include bullying, cyberbullying, prejudice-based and discriminatory abuse, physical abuse, sexual harassment, sexual violence, harmful sexual behaviour, abuse in intimate personal relationships, coercive or controlling behaviour, and the making or sharing of nudes or semi-nudes. Online and offline harm may overlap.

Where behaviour may indicate abuse, exploitation or another safeguarding concern, staff must report it to the Designated Safeguarding Lead (DSL) or deputy DSL without delay and follow the Safeguarding and Child Protection Policy. Staff should not wait until they have established that the behaviour meets the Academy's definition of bullying.

Brook Mead Academy will consider the safety, welfare and support needs of every child affected, including the child who has experienced harm, the child alleged to have caused harm, and other children who may be affected. Language will be appropriate to the child and circumstances; labels such as "victim" and "perpetrator" will not be used automatically.

Prejudice, racism, equality and inclusion

Bullying, harassment and harmful behaviour may be motivated by racism, faith-based prejudice, misogyny, disability discrimination or other prejudice. Brook Mead Academy will promote an inclusive, anti-discriminatory culture; challenge racist and discriminatory behaviour; and consider whether patterns indicate disproportionate impact on particular groups.

Brook Mead Academy will also teach inclusion, respect and kindness through its curriculum, tutor time, PSHCE, RE, assemblies and other activities. Behaviour will be addressed under the relevant behaviour and safeguarding procedures.

Making or sharing nudes or semi-nudes:

Any incident involving a child making, sending, receiving or sharing a nude or semi-nude image or video must be treated as a safeguarding concern and referred to the DSL/deputy DSL. This includes digitally altered or AI-generated imagery. The Academy will follow current KCSIE procedures and relevant specialist guidance, considering age, consent, coercion, vulnerability, distribution and risk. Staff must not view, copy, download or forward images except where expressly directed by the applicable safeguarding procedure or law.

Online Bullying:

Online bullying may occur through social media, messaging, gaming, group chats, livestreaming or image-sharing services. It may happen outside school hours or off site but still affect children's safety, welfare and education. The Academy will consider appropriate action under its Behaviour, Online Safety and Safeguarding policies. Potentially criminal behaviour, serious safeguarding concerns and image-based abuse must be referred through safeguarding procedures; police or other agency advice will be sought where appropriate.

Relational conflict

It is important to note that not every disagreement or relationship difficulty is bullying. Relational conflict may involve people of broadly similar power or status, occur occasionally, and include unintended offence. Brook Mead Academy will nevertheless respond to harmful behaviour and consider its context, impact, repetition, power dynamics and safeguarding implications. A concern will not be discounted simply because it is described as conflict.

Signs and indicators

Possible indicators include changes in attendance, routine, mood, confidence, friendships, behaviour, work, eating or sleep; damaged or missing possessions; unexplained injuries; fear of using transport, the internet or a phone; or a child appearing anxious, withdrawn, hypervigilant or reluctant to explain what is wrong.

These indicators are not exhaustive and may also indicate other welfare or safeguarding concerns. Children may not recognise behaviour as abusive or may feel unable to disclose it. The absence of a disclosure or physical evidence must not prevent staff from raising a concern with the DSL or deputy DSL.

Reporting concerns

Scholars: Scholars are encouraged to report bullying to a member of staff, family member, friend or trusted adult; to use the Academy's safeguarding email; safe@brook-tmet.uk and to act as upstanders by reporting behaviour they witness. Safety plans will be considered where bullying is persistent or risk requires them.

Staff: All staff must take reports seriously and act promptly. Any concern that bullying may involve abuse, exploitation, sexual harassment or violence, discriminatory harm, serious violence, coercion, or other safeguarding risk must be passed to the DSL or deputy DSL via safeguarding@brook-tmet.uk without delay. Staff should listen, record the scholar's words as accurately as possible, avoid leading questions, and not promise confidentiality.

Incidents may be managed by the member of staff receiving the report or passed to an appropriate colleague. The DSL/deputy DSL and relevant behaviour/safeguarding leaders must be informed in accordance with the Academy's procedures. Serious incidents must be escalated to the Principal and/or Trust as appropriate.

If a child is in immediate danger, staff must take immediate protective action and contact emergency services where necessary. Concerns or allegations about an adult must be handled under the Academy's safeguarding procedures for concerns and allegations about adults, including Trust procedures and referral to the Local Authority Designated Officer (LADO) where applicable. A concern about the Principal must follow the Trust's designated route.

Parents/carers: Parents/carers are encouraged to contact their child's Assistant Head of Year in the first instance. The Academy will communicate with parents/carers where appropriate, subject to safeguarding, confidentiality and the child's welfare.

Responding to reports

Reports will be responded to promptly. The Academy will establish the facts as appropriate, hear the views of the children involved, assess immediate safety, and decide whether the matter should be managed through the behaviour process, safeguarding process, or both.

Where a concern may constitute child-on-child abuse or another safeguarding matter, the DSL/deputy DSL will determine the appropriate response. Staff must not take steps that could prejudice a police or children's social care investigation. Information will be shared on a need-to-know basis in accordance with safeguarding procedures and the law.

The Academy will take steps to stop bullying, reassure the child who has experienced it, consider safety measures, and monitor whether the behaviour recurs. Appropriate consequences will be applied under the Behaviour Management Policy. These may include restorative or targeted interventions, changes to arrangements, suspension or other measures where permitted and appropriate.

The child who has experienced harm should be told what can be shared about the action taken, while respecting the privacy and rights of other children. Support may include pastoral check-ins, mentoring, counselling, school nurse support, reasonable adjustments or referrals to other services.

The Academy will also consider whether the child who has caused or is alleged to have caused harm has safeguarding, welfare, SEND, mental health, exploitation or other unmet needs. Support and proportionate behaviour consequences may be needed together.

Restorative approaches and reconciliation

Restorative approaches may be considered only where assessed as safe, appropriate and in the best interests of the children involved. Reconciliation, mediation, a meeting or an apology will never be required as a condition of resolving a bullying or safeguarding concern. They must not be used where they could expose a child to further harm, pressure, intimidation or distress. The wishes and feelings of the child who has experienced the behaviour will be considered. Any restorative work should be carefully planned, voluntary where appropriate, and reviewed for safety.

Early help, Family Help and multi-agency responses

The Academy will consider whether a child may benefit from universal services, community-based Early Help or targeted Family Help. Family Help brings together targeted early help and section 17 support. Where appropriate, the Academy will work with the child, parents/carers and relevant agencies. Where statutory safeguarding thresholds may be met, the DSL will follow local referral procedures, including referral to children's social care and consideration of section 47 processes where indicated.

The Academy recognises that children may experience harm beyond the home or school, including online, in peer groups, relationships and the community. Concerns may include exploitation, group-based harm, serious youth violence, teenage relationship abuse, coercive control and other extra-familial harm. Staff must report such concerns to the DSL/deputy DSL.

Recording, information sharing and review

Behaviour incidents will be recorded on Bromcom in accordance with Academy procedures. Confirmed bullying will be logged as bullying, and concerns will be monitored for patterns. Half-termly summaries will be analysed by relevant safeguarding and behaviour leaders.

Information will be shared with staff and relevant agencies where necessary to safeguard and promote a child's welfare. Data protection law must not be treated as a barrier to necessary and proportionate safeguarding information sharing. Staff who are unsure should always seek advice from the DSL.

Prevention, training and vulnerable children

Brook Mead Academy will maintain a positive ethos; communicate the policy; deliver curriculum and assembly work; participate in Anti-Bullying Week; promote upstanders and the Anti-Bullying Ambassador Team; display reporting information; maintain visible staff presence; communicate with families; use surveys and buddying; monitor behaviour records; and provide online safety education.

Staff training and updates will cover bullying and child-on-child abuse, prejudice-based and discriminatory bullying, sexual harassment and violence, harmful sexual behaviour, online harms, and making or sharing nudes or semi-nudes. Training and updates will follow the Academy's safeguarding arrangements and current statutory guidance.

The Academy recognises that children with SEND or disabilities, mental health needs, children who are or have been looked after, young carers, children affected by racism or discrimination, children at risk of exploitation, and children who face barriers to reporting may be at increased risk or need additional support. Decisions will be based on each child's circumstances, and appropriate pastoral and safeguarding support will be provided.

APPENDIX 1: WHOLE SCHOOL "ANTI-BULLYING CHARTER"

<u>The BMA</u> <u>Anti-Bullying Charter</u>  We will ensure that Brook Mead Academy is a place where every scholar feels safe and listened to. We will empower everyone to be themselves by celebrating and valuing our differences. We are always kind to one another and seek to include anyone who is feeling lonely or isolated. We will empower anyone who is experiencing bullying to speak out and will believe them when they do. We are upstanders – we challenge all forms of bullying by reporting it straight away.	Signed by Danube 
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APPENDIX 2: "WE ARE UPSTANDERS" POSTER

**AT BROOK MEAD ACADEMY, WE ARE
- UPSTANDERS -**

An upstander is 'someone who recognises when something is wrong and acts to make it right'.



Bullying is never OK. Always tell a member of staff if you experience or observe bullying behaviour at our school.



APPENDIX 3: "WHERE TO GET HELP AT BMA" POSTERS

Where can I get help at Brook Mead Academy?



MENTAL HEALTH

Websites/Apps/text support:

- **My self referral:** Did you know that you can refer yourself for mental health support? You can receive support for anger, anxiety, bereavement, loneliness, phobias, substances misuse and more. Visit www.myselfreferral-hlr.nhs.uk to self-refer.
- **Health for Teens:** Lots of information regarding health and your feelings. You can also self refer to the school nursing team via this website! www.healthforteens.co.uk
- **Mental Health in Schools Team (MHST):** Speak to us or self-refer at the next "drop in".
- **Call 111 and select option 2,** to speak to a mental health practitioner about how you are feeling.
- **Text SHOUT to 85258** for free, confidential support.



ONLINE SAFETY

Websites/Apps/text support:

- Report a concern about online abuse or the way someone has been communicating online www.ceop.police.uk
- **Report and Remove tool** - to help you remove images/videos of yourself/others online. [Accessed via the ChildLine website.](#)
- **Gam Care** - Gambling Harm Support www.gamcare.org.uk



PHYSICAL HEALTH

Websites/Apps/text support:

- **Health for Teens** www.healthforteens.co.uk
- Ask to speak with the school nurse
- Text the Chat Health Team on 07520615386



SAFETY OUTSIDE THE HOME

Websites/Apps/text support:

- ChildLine - Call on 0800 11 11 or go to their website.
- The police - always 999 if you feel unsafe or 111 if the incident is not an emergency.
- Crime stoppers - to report concerns anonymously.
- Live Safe website - livesafe.org.uk



BULLYING

Websites/Apps/text support:

- Talk to any trusted adult.
- ChildLine - Call 0800 11 11 or website.
- Kidscape - www.kidscape.org.uk
- EACH - 0808 1000 143 (for LGBTQ+ related bullying)



SAFETY AT HOME

Websites/Apps/text support:

- ChildLine - Call on 0800 11 11 or go to their website.
- The police - always 999 if you feel unsafe.
- Talk to NSPCC on 0808 800 5000
- UAVA - www.uava.org.uk 0800 802 0028
- Leicester social services - 0116 454 1004



SEXUAL HARASSMENT

Websites/Apps/text support:

- Talk to any trusted adult.
- Contact the police.
- ChildLine - 0800 11 11
- Shore Space - A safe space for teenagers worried about sexual behaviour. shorespace.org.uk

We are here to help. Talk to **ANY** member of staff, email us at SAFE@Brook-tmet.uk. Remember, call 999 if you are ever in immediate danger.