



Anti-Bullying Policy

2025-2026



Aims of the Policy

This anti-bullying/peer-on-peer abuse policy aims to ensure that learners learn in a supportive, caring and safe environment at Bay Academy without fear of being bullied or abused. Peer abuse is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will learners be able to fully benefit from the opportunities available at the Academy.

The Academy is committed to providing a caring, friendly and safe establishment for all our learners, so they can learn in a positive and secure environment. Bullying or abuse of any kind is unacceptable in the Academy. If bullying or peer abuse does occur, all learners should be able to inform staff and be confident that incidents will be dealt with promptly and effectively.

At Bay Academy, we do not discriminate against any child or adult on the grounds of race, disability, gender, age, gender reassignment, pregnancy, maternity, religion or belief, sex, or sexual orientation. We embrace the individuality of all our community members and comply fully with the Equality Act 2010.

The aims are to:

- Prevent the occurrence of bullying and/or peer-on-peer abuse
- Create a positive and safe learning environment
- Develop individuals' self-esteem and respect for others
- Have a complete and consistent method for dealing with incidents of bullying and/or peer abuse
- Resolve bullying utilising reconciliation, support, or sanctions, this is directly linked with our Behaviour Policy and Equal Opportunities Policy
- Deal with peer-on-peer abuse through the implementation of the Bay Academy Safeguarding processes



And that:

- All members of the Academy community share an understanding of what is defined as bullying and peer-on-peer abuse
- All staff share a consistent response
- Staff and learners recognise the benefit of taking a stand against bullying and peer-on-peer abuse
- Directors, parents and other members of the local community are aware of the Academy's policy on bullying and peer-on-peer abuse
- A high level of awareness of the Anti-Bullying Policy and its aims is maintained through Staff CPD, Academy expectations, and the curriculum offer
- Staff access training for part 1 KCSiE which has a focus on peer-on-peer abuse

Bay Academy's Anti-Bullying coordinator is:

Lee Morgan

What is bullying?

Bullying is a "wilful, conscious desire to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim". Bullying can be:

- Physical harm - pushing, kicking, punching, pinching, any form of violence
- Verbal abuse - name-calling, sarcasm, spreading rumours, persistent teasing
- Online bullying - sending harmful or cruel text or images using any area of the internet or mobile phones
- Emotional abuse - tormenting, making fun of someone, humiliation, isolation by groups of learners from groups or activities, destroying or spoiling work, dirty looks, spreading rumours, demanding money
- Homophobic abuse - unwanted physical contact, and abusive comments, particularly related to sexuality
- Sexual abuse - unwanted physical contact and abusive comments, particularly of an inappropriate sexual nature
- Racist abuse - racial taunts or "jokes", graffiti, gestures, making fun of customs, music, accents, refusing to work with someone of a different cultural background



Bullying is often a series of minor incidents. Tackling these minor incidents will reduce the occurrence of more major or persistent bullying. Minor incidents may include:

- Name-calling
- Looks
- 'Borrowing' - taking equipment
- One learner intimidating another in order to copy homework
- Spoiling another learner's work
- Pushing in at the dinner queue
- Groups of learners isolating another by not letting him or her join in
- Forcing learners to give up their place at a computer

Bullying takes many forms and can be motivated by prejudices against particular groups. This can include race, culture, religion, gender, SEND and sexual orientation etc.

What is Peer-on-peer Abuse

Peer-on-peer abuse occurs when a young person is exploited, bullied and/or harmed by their peers who are the same or similar age. Everyone directly involved in peer-on-peer abuse is under the age of 18. 'Peer-on-peer' abuse can relate to various forms of abuse (not just sexual abuse and exploitation), and crucially it does not capture the fact that the behaviour in question is harmful to the child perpetrator as well as the victim.

There is no clear definition of what peer-to-peer abuse entails. However, it can be captured in a range of different definitions:

- Domestic Abuse: relates to young people aged 16 and 17 who experience physical, emotional, sexual and/or financial abuse, and coercive control in their intimate relationships
- Child Sexual Exploitation: captures young people aged under 18 who are sexually abused in the context of exploitative relationships, contexts and situations by a person of any age - including another young person
- Harmful Sexual Behaviour: refers to any young person, under the age of 18, who demonstrates behaviour outside of their normative parameters of development (this includes, but is not exclusive to abusive behaviours)



- **Serious Youth Crime / Violence:** reference to offences (as opposed to relationships/contexts) and captures all those of the most serious in nature including murder, rape and GBH between young people under-18

Harmful sexual behaviour

Involves a child engaging in discussions or acts that are inappropriate for their age or stage of development, whether online or offline. This encompasses sexualised language or role play, viewing pornography, sexual harassment and sexual violence. In addition, it also includes 'sexting', plus 'up-skirting', which became a criminal offence following changes to the Voyeurism Act 2019. Please note that this offence does not solely relate to females, as males can also be victims of this form of harmful behaviour.

Online bullying/abuse

Online abuse is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people can forward on content at a click. Online abuse can be individual or group behaviour that includes hurtful texts, spreading rumours through social networking sites and assuming false identities to cause harm or mischief. Prevention is better than cure, therefore, we embed good safe IT practices into all our teaching and learning. Please refer to the Academy's Online Policy.

A child who is being bullied can feel like there's no escape because it can happen wherever they are, at any time of day or night. There are many different forms of online abuse:

Racist and Religious Bullying: A range of hurtful behaviour, both physical and psychological, that makes a person feel unwelcome, marginalised, excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status

Sexual, Sexist and Transphobic Bullying: includes any behaviour, whether physical or nonphysical, where sexuality is used as a weapon by boys or girls

Homophobic Bullying: targets someone because of their sexual orientation (or perceived sexual orientation)



Disablist Bullying: targets a young person solely based on their disability, this can include manipulative bullying where a perpetrator forces the victim to act in a certain way or exploits a certain aspect of the victim's disability

Signs and symptoms

- There are several possible signs and behaviours which might indicate a learner is being bullied:
- Withdrawn, isolated behaviour
- Unwillingness to come to the Academy
- Stops eating
- Is afraid to use the internet or mobile phone
- Complaining about missing possessions
- Begins to truant
- Feels ill in the morning
- Academy work begins to deteriorate
- Becomes aggressive, disruptive, or unreasonable
- Is bullying other learners
- Refusal to talk about the problem
- Easily distressed
- Damaged or incomplete work
- Refusing to work in a group or with another learner

Whatever the intensity of the abuse, staff should intervene. Staff should always be vigilant.

Procedures

- The priority is to give protection and support to the victim
- Staff must make it clear that the perpetrator's behaviour is wholly unacceptable - disapproval must be explained in a calm and rational way
- Alternative behaviour must be discussed with the perpetrator so that long-term behaviour can be improved
- Appropriate follow-up work, including counselling (or peer mediation for minor friendship problems where appropriate), should be carried out
- Any incident of bullying must be reported through Our internal reporting system/
Safeguarding report



- Victims of bullying may end up believing that they deserve to be abused – they feel powerless and vulnerable - self-esteem can be badly damaged, therefore self-confidence must be re-established
- Investigations into bullying incidents will be thorough and involve both the perpetrator the victim and any witnesses
- The perpetrator will be supported in recognising their unsociable behaviour and offered support to modify that behaviour
- Sanctions, if appropriate will be decided on the individual incidents and circumstances
- Parents will always be informed of the incident and the outcome
- After the incident has been dealt with each case will be monitored to ensure repeated bullying does not take place
- If peer-on-peer abuse is identified then this must be logged on our internal reporting system / Safeguarding report and a follow-up conversation with the DSL and Anti Bullying Coordinator must take place that day
- Peer-on-peer abuse is a criminal offence and will be managed through the Bay Academy Safeguarding process; reports and actions may be sent to the Early Help and Safeguarding Hub and/or Police Protection Unit

Serious Bullying Incidents Outside the Classroom

- Appropriate intervention is vital
- The victims must be given support and protection
- Names or recognisable features of those involved should be obtained
- The victim should be allowed to leave or be taken away from the scene – it may be appropriate to take them to the medical room for First Aid
- A safeguarding report must be completed; and if a bullying incident is severe, it may be helpful to seek the advice and support of the Police – this must be done through the DSL or the Anti Bullying Coordinator

Serious Bullying Incidents in a Classroom

If a serious bullying incident occurs in a classroom, sensitivity towards the victim must be exercised so ensure he or she is not further embarrassed in front of his or her peers. Similarly, the perpetrator should not be given the opportunity to become a 'hero'.



Serious Bullying Incidents outside of the Academy

- If a bullying incident is severe, it may be helpful to seek the advice and support of the Police and EHASH
- The victims must be given appropriate support and protection
- Names or recognisable features of those involved should be obtained
- A safeguarding report must be completed

Parental Involvement

Following any incident, parents of both perpetrators and victims should be made aware of the situation and how their actions could help.

Roles and Responsibilities

Principal

- The Principal is responsible for implementing the anti-bullying policy and will ensure that:
- Bullying is addressed as an issue in the curriculum
- Peer-on-peer abuse is not tolerated, and staff have suitable training to appropriately challenge any incidents of peer-on-peer abuse
- All staff receive training that addresses bullying behaviour
- Staff have access to Safeguarding training including KCSiE
- The directors are regularly provided with information regarding issues concerning behaviour management including bullying/peer abuse

Parents/Carers

We want them to feel confident that everything is being done to make sure their child is happy and safe at the Academy. We expect that parents/carers will:

- Understand and be engaged in everything that is being done to make sure that their child enjoys and is safe at the Academy and support us in helping us meet our aims

Learners – we expect that learners will:

- Support the Principal and staff in the implementation of this policy
- Not bully anyone else or encourage and support bullying by others
- Tell an adult if they are being bullied or feel coerced by their peers, usually either a member of staff or parent/carer



- Prevent and stop bullying/peer abuse, usually, this is through telling an adult if they know or suspect that someone else is being bullied or abused
- Recognise that being a 'bystander' is not acceptable and understand how their silence supports perpetrators and makes them in part responsible for what happens to the victim of bullying

Curriculum

Learners will have opportunities to develop their understanding of the nature of bullying, explore their own and other's attitudes to bullying and develop the skills to deal with bullying through PSHE (Personal, Social Development/Relationships, Sex and Health Education).

Adults

Adults at the Academy also have the right to work free from bullying and the philosophy of this policy applies to all members of the Academy community

Any adult who feels they are being bullied should be encouraged to discuss the issue with the Principal.

Complaints

If parents/carers are not satisfied with the response to any reports of bullying or abuse, they should contact the Principal or Anti Bullying Co-ordinator. If they remain dissatisfied, they should follow the Academy's complaints procedures.

This policy will be reviewed every 12 months by the Business Manager.