



Beaumont College – Anti – Bullying Policy

Document Control

Initial purpose and scope of the new policy/procedure agreed by:	Julia Park
Delegated Reviewer	Lauren Hill
Date implemented:	13/01/2026
Version Number:	1.0
Date of the next review:	July 2025
Date of the next review:	January 2027

To be read in conjunction with:

- Saludem Safeguarding Adults Policy and Procedure
- Saludem Safeguarding and Child Protection Policy
- Beaumont College Safeguarding Policy
- Saludem Harrassment at Work Policy and Procedure
- Prevent Policy and Procedure
- PSHE Policy
- Complaints and Feedback Policy
- Whistleblowing Policy

Mission, vision and values

Beaumont College's mission is to ensure that all students learn in a supportive, caring and safe environment without feeling fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable, and Beaumont College holds a zero tolerance towards incidents of bullying.

Beaumont College student unions at each BC location support and take responsibility for upholding the mission, vision and values of the college in relation to its' anti-bullying policy.

What is Bullying?

Bullying is intentional behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone.

It can happen anywhere – at college, at home or online. It's usually repeated over a long period of time and can hurt a person both physically and emotionally.

Bullying is a pattern of behaviour, rather than an isolated incident. People who bully usually come from a perceived higher social status or position of power, such as people who are bigger, stronger, or perceived to be popular or they may not understand that their behaviour is not acceptable and need support to understand social rules and accepted behaviours

Bullying can be identified through the following three characteristics: intent, repetition, and power. A person who bullies intends to cause pain, either through physical harm or hurtful words or behaviour, and does so repeatedly.

The most vulnerable young people face a higher risk of being bullied. These can often be people from communities that are marginalized, from poor families, those with different gender identities, or people with disabilities or migrants or refugees.

Types of bullying

There are two main types of bullying:

- Bullying
- Cyberbullying

Bullying can take different forms. It could include:

- physical bullying: hitting, slapping or pushing someone
- verbal bullying: name calling, gossiping or threatening someone
- non-verbal abuse: hand signs or text messages
- emotional abuse: threatening, intimidating or humiliating someone
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulative behaviour
- making silent, hoax or abusive calls.

The following types of bullying are also 'hate' crimes:

- racial, sexual, transphobic or homophobic bullying
- bullying someone because they have a disability.

What is Cyberbullying?

Cyberbullying is bullying that takes place online. Unlike bullying offline, online bullying can follow the person wherever they go, via social networks, gaming and mobile phone. A person can be bullied online and offline at the same time.

Cyberbullying can include:

- sending threatening or abusive text messages
- creating and sharing embarrassing images or videos
- trolling – the sending of menacing or upsetting messages on social networks, chat rooms or online games
- excluding children from online games, activities or friendship groups
- shaming someone online
- setting up hate sites or groups about a particular child
- encouraging young people to self-harm
- voting for or against someone in an abusive poll
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name
- sending explicit messages, also known as sexting
- pressuring young people into sending sexual images or engaging in sexual conversations.

The Law

Some forms of bullying **are illegal** and **should be reported to the police**. These include:

- Violence and assault
- Theft
- Repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- Hate crimes

CALL 999 if you or someone else is in immediate danger

Signs of bullying

No single sign will indicate for certain that a person is being bullied. Indicators could be:

- belongings getting 'lost' or damaged
- physical injuries, such as unexplained bruises
- being afraid to go to college, being mysteriously 'ill' each morning, or not attending college
- a change in how they are doing at college, including a dip in engagement and progress
- asking for, or stealing, money (to give to whoever's bullying them)
- a change in behaviour, including being nervous, losing confidence, or becoming distressed and withdrawn

- a change in eating or sleeping habits
- bullying others

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to their familiar and trusted staff. There may be evidence of changes in attendance patterns, lacking concentration or refusal to attend sessions.

What can staff do to stop bullying?

- Modelling behaviour that is inclusive and promotes respect for all students
- Providing students with opportunities to talk about bullying and enlist their support in defining bullying as an unacceptable behaviour
- Helping students know what to do if they observe or are confronted by a bully

Guide students towards Beaumont College 'Anti – Bullying Policy'

Process of reporting bullying

Importance of reporting bullying

Step 1 - Students are encouraged to report bullying.

Staff are encouraged to facilitate and support this process with students who are unable or unwilling to do this themselves.

All staff are expected to be alert to signs of bullying and act promptly and firmly against it and in response to it by reporting to DSLs or college leaders in education and residential provisions.

It is accepted that bullying also occurs with adults and this policy should be read in conjunction with SaluTem's central 'Discrimination and Harassment at Work Policy'.

Reporting bullying

You should report bullying to college staff in the first place - or someone trusted if it is happening outside college, for example in a club or online.

Tell the police if the bullying involves a crime.

Reporting bullying

College staff will deal with bullying in different ways, depending on how serious the bullying is. For example, by disciplining bullies, or they might report it to the police or social services.

Any discipline must take account of special educational needs or disabilities that the pupils involved may have.

Reporting Cyberbullying

Without doubt, ever-changing technology is driving the need for the introduction of new tougher, clearer, legislation to protect targets of cyberbullying. We are already seeing changes in law linked to Cyberbullying, but more must be done. However, there are laws in place that can protect if a person is being cyberbullied.

If something is seen on the internet that makes a student or staff member feel uncomfortable, no matter where it is, this should be reported to DSLs, senior leaders or managers.

It is important to keep a record of the date and time of cyberbullying and not to delete any messages sent.

Spreading rumours

If someone has posted false and malicious things on the internet or on a social networking site, it may be regarded as harassment. Harassment, on or offline, is a crime under UK laws. This can be very distressing. Anything nasty posted about a person can be seen by lots of people, very quickly, because it's so public and because the bullies make sure they tell everyone where to find the abuse. The bullies know this. These bullies are cowards as they hide behind the technology to bully others.

Being threatened

It's against the law in the UK to use the phone system - which includes the internet - to cause alarm or distress. It could even be against the 1997 Harassment Act. If threats are made against a person or self then it's essential that this alerted to college DSLs, someone you trust, or call a helpline or contact the Police. If someone is threatening a student on the internet, or threatening someone you know, they could be committing a criminal offence.

Try to get documentary evidence if you can. By pressing the 'print screen' button, you should be able to print of a hard copy of the threatening text or images. Place it in a safe place, both on and offline.

Being blackmailed

UK and even worldwide, helplines receive increasingly regular, disturbing, calls from adults and young people who say they have met a person over the internet, who calls themselves a friend, but who pressurises them into taking their clothes off and filming themselves. These so-called friends then post the images on-line worldwide. These strangers then blackmail their target the person. In the UK this behaviour is a criminal offence; as indeed blackmail is and should be reported.

Grooming

A person should not be intimidated into taking part in unacceptable behaviour over the internet, by someone not known to them. If staff become concerned a student

may be being groomed this should be reported immediately to a DSL, senior or middle leader.

Implementation

The following steps may be taken with the perpetrator when dealing with incidents of bullying

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Lead and/or Deputy DSLs, Assistant Principals, or a member of college senior leadership team member in their absence
- An interview will be arranged and recorded with all concerned
- Pathway Co-ordinators, Lead Tutors, Deputy Student Support Managers and residential team leaders will be kept informed and if it persists further action will be taken.
- Parents/Guardians will be kept informed
- Measures will be taken and used as appropriate and in consultation with all parties concerned.

Actions that could be taken in response to bullying

College staff will deal with bullying in different ways, depending on how serious the bullying is. For example,

- 1:1 educational awareness raising support programme put in place
- Formal warning to person and/or parents to stop the behaviours
- Disciplinary action
- Reporting to Police
- Reporting to Local Authority safeguarding
- Reporting to Prevent
- Reporting to social workers
- Exclusion from college

Any discipline must take account of special educational needs or disabilities that the young person involved may have.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a trusted member of staff of their choice
- Reassuring the young person
- Offering continuous support
- Restoring self-esteem and confidence
- 1:1 tutorial sessions/PSHE sessions/ debrief sessions
- Discussing what has happened
- Discovering why and how the student became involved

- Establishing the facts and planning for prevention/ protection for the future
- On site specialist support from Speech & Language Therapy and/or Counselling of Clinical Psychology support
- Informing parents/guardians

Within the curriculum Beaumont College staff, in particular teachers, will raise the awareness of the nature of bullying through inclusion of this issue in taught sessions and through the embedding of the college's expectations and values across the 24-hour curriculum.

Subject embedding of e-safety, British Values and tolerance of those who are perceived to be different is also consistently reinforced throughout the college curriculum.

Monitoring, Evaluation and Review

Beaumont College will review this policy regularly and assess its implementation and effectiveness.

Right to complaint

If it is felt that college hasn't dealt with a bullying concern this can be raised by the young person and or their families/ guardians using the college's 'Complaints Procedure'.

Whistleblowing

If it is felt that college hasn't dealt with a bullying concern this can be raised by the young person and or their families/ guardians using the college's 'Whistleblowing Policy'.

Where to get help and advice

There are lots of organisations that provide support and advice if you're worried about bullying:

- Anti-Bullying Alliance
- Bullying UK
- Childline
- The Diana Award
- Internet Matters
- Kidscape
- The UK Safer Internet Centre
- UK Council for Child Internet Safety (UKCCIS)

Cyberbullying specific help and advice

- The Protection from Harassment Act

- The Malicious Communications Act 1988
- The Communications Act 2003
- Obscene Publications Act 1959
- Computer Misuse Act 1990
- Cyberbullying in the workplace
- Health and Safety and Duty of care laws

Version Control:

Version Number	Date	Status	Changes
V1.0	18/03/25	Awaiting CSLT ratification	New policy
V1.0	13/01/26	Reviewed	No changes – reviewed by Lauren Hill