



Anti-Bullying Policy

The Positive Impact Group

Effective Date

June 2026

Review Date

June 2027



Principles

- Pupils have the right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- The school will not tolerate bullying.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and investigated

Defining Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, with multiple incidents occurring over a prolonged period of time
- Difficult to defend against
- Perpetrated by individuals and/or groups
- Unintentional at times

Types of Bullying	Definition
Emotional	Being unfriendly, excluding, and tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, or any use of violence
Prejudice-based and discriminatory, including: racial, faith-based, gendered (sexist), homophobic/biphobic, transphobic, disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual

	reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyberbullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Preventing Bullying

Our PSHE programme uses a range of opportunities to educate pupils about our antibullying ethos:

- Circle times
- PSHE lessons
- Targeted groups
- Friendship groups
- Anti-bullying ambassadors
- Sessions with the pastoral team

Roles and Responsibilities

Staff will:

- Develop pupils' self-esteem, self-respect and respect for others.
- Demonstrate high standards of personal and social behaviours.
- Discuss bullying with classes, groups and individuals in an age-appropriate manner.
- Be alert to the signs of distress and other possible signs of bullying.
- Listen to children.
- Report suspected cases of bullying.
- Follow up any issues raised by parents.
- Deal with observed incidents promptly and effectively.

Pupils will:

- Learn to understand that bullying is extremely serious and unacceptable.
- Refrain from bullying, even if there is strong peer pressure.
- Intervene to protect other pupils unless it is unsafe to do so.
- Report bullying to a member of staff.
- Not suffer in silence and have the courage to speak out.
- Have opportunities to speak to adults and to know who to speak to and how to get to speak to them.

Parents should:

- Watch for signs of distress.
- Advise their child/children to report bullying.
- Advise not to retaliate violently.
- Be sympathetic and supportive.
- Understand that bullying consists of a number of incidents occurring over a close period of time, not a singular incident.
- Inform the school if they suspect that bullying is occurring.
- Co-operate with the school's Preventive Measures.

Dealing with Incidents of Bullying

Positive Impact Academy will not tolerate bullying of any kind. Incidents of unkindness are recorded by members of staff and stored within pupils' weekly reviews. Where an incident occurs which requires staff intervention, details of this incident will be written in the format of an Incident Report, which will be shared with the referrer school and parents. This includes the location, time, lesson, type and names of any instigators, victims and/or witnesses involved. Education Mentors and our SLT will then closely monitor these incidents.

If a case of bullying is suspected (there are multiple recorded instances of unkindness by a child/group of children towards another child), Education Mentors will contact the parents/guardians of all involved to discuss the concern and possible strategies to resolve it.

This will then be monitored and reviewed by the team, usually for a period of two weeks. If the bullying concerns continue, this will then be referred to SLT, who will arrange a formal meeting with parents to highlight the severity of the situation and discuss further strategies and/or consequences that may be put in place if this continues. If, for any

reason, a parent or student is unhappy about the way in which a bullying complaint has been responded to, they should contact the Director, who will investigate through:

- Clear written reports, including investigations, are essential.
- Records are kept to show incidents and behaviour patterns over time.
- Logs are kept and updated to show the nature of the bullying and any trends.
- Feedback from pupils and parents is valued and informs practices.
- Contact with relevant professionals is embedded.

This policy is reviewed annually.

Overall responsibility lies with the Director, who liaises with the Senior Leadership Team to ensure a robust and sustainable model of Leadership.

Signed by Director



James Armson

