



Bullying Policy

The Positive Impact Group

Effective Date

June 2026

Review Date

June 2027



Introduction

A summary of how The Positive Impact Foundation responds to complaints about bullying:

1. Our aspiration is to establish and maintain a community of mutual tolerance and understanding within which bullying does not occur. However, we recognise that, as with any human society, there is a danger that bullying will take place. Whenever bullying takes place, our aim is to correct the offending behaviour in a swift and lasting manner.
2. We recognise that bullying may be verbal (for example, name-calling), physical (for example, one student hitting another), social (for example, being deliberately ignored to isolate an individual) and cyberbullying (for example, using technology as a vehicle for undermining individuals – refer to the e-safety policy). We also recognise that there can sometimes be a complex relationship between the four types of bullying.
3. Incidents will normally be investigated by tutors in the first instance. 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.
4. All involved will be asked to provide a written statement.
5. Both sides will be listened to. Hasty judgments not based on clear evidence will be avoided. We will seek to consider both the actual incident and the context in which it has occurred.
6. We will seek to identify whether bullying has taken place, using the definitions in point two and the professional judgment and common sense of all involved.
7. More serious incidents will be referred through The Positive Impact Foundation's Behaviour Policy.
8. All relevant parents will be informed about the incident. At a later stage, they will be informed about the way in which The Positive Impact Foundation has dealt with the incident. DFES guidance recommends that complaints of bullying should be responded to within two weeks. Where possible, we will seek to respond more quickly, but speed of response must not be allowed to compromise the integrity of the investigation.
9. Sanctions will be imposed as appropriate. These may result in deductions of rewards or fixed-term exclusions. More serious sanctions can only be imposed by the Director. Disciplinary sanctions will be discussed with the parents of the student concerned. However, we will not break the rules of confidentiality by discussing the cases of other students.

10. If appropriate, external agencies will be involved to support the person being bullied or to offer corrective counselling to the person who is carrying out the bullying.
11. Tutors should review student behaviour following the incident. It may be appropriate to speak to the whole team about lessons that have been learned.
12. It may be appropriate for the Director to speak to the entire team about a particular incident.
13. The Positive Impact Foundation has now decided to keep a log of bullying incidents in order to detect patterns of behaviour. Any member of staff who deals with an incident of bullying will be required to record the incident in the logbook held by the DSL.
14. The Positive Impact Foundation DSL speaks to all students and parents about the subject when they join The Positive Impact Foundation. If appropriate, he provides a point of contact for students who wish to report an incident of bullying to someone who is not their tutor.
15. Bullying is reviewed on an ongoing basis by the Director.

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