



Anti-Bullying Policy

Version	Edited by	Date	Review Date
1	Zena Hardy	September 2025	September 2026

POLICY FOR DEALING WITH BULLYING

Aims of this policy:

We Believe You Achieve is committed to creating a safe, respectful, and inclusive environment where every young person can thrive. This Anti-Bullying Policy makes it clear that bullying, in any of its forms, will not be tolerated within our provision.

The purpose of this policy is to:

- Outline the provision's expectations regarding respectful behaviour and conduct.
- Define the different forms of bullying.
- Detail the procedures for reporting, recording, and responding to bullying incidents.
- Ensure a consistent approach from all staff and stakeholders when incidents of bullying arise.

Duty of The Provision

All young people at We Believe You Achieve have the right to access high-quality education in a safe, nurturing environment.

Within the provision, students are expected to show respect for one another regardless of gender, race, religion, sexual orientation, educational status, or socio-economic background.

Under the Education Act 2002, the provision has a statutory duty to safeguard students and protect them from bullying and discrimination. In line with the Children Act 1989, any bullying incident that gives reasonable cause to suspect a child is suffering, or likely to suffer, significant harm will be treated as a child protection concern and referred through appropriate safeguarding channels.

Bullying may be reported by the victim, a friend, a parent/carer, or any other person.

All reports, whether formal or informal, will be taken seriously and investigated promptly by a Designated Safeguarding Lead (DSL).

Linked Policies and Procedures

This policy should be read alongside the following:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Complaints Procedure
- SEN Policy and Practice
- Health and Safety Policy

Definition of bullying:

Bullying is the deliberate and repeated intimidation, victimisation, or coercion of an individual or group perceived as vulnerable. It can involve verbal, psychological, physical, or cyber behaviours, and may occur as a single serious incident or over an extended period.

Bullying does not include normal disagreements or one-off comments, which should be addressed through the behaviour policy. However, repeated or targeted incidents may form part of a pattern of bullying and must be treated as such.

Examples of Bullying

Type of Bullying	Actions/Behaviours
Physical	Punching, kicking, pushing, tripping, scratching, theft, hitting with objects, use of force or violence.
Emotional	Exclusion from groups, name calling, making a young person feel “different” or isolated.
Racial	Racist language or “jokes”, graffiti, stereotyping, exclusion based on culture or ethnicity.
Sexual	Sexual remarks, gestures, displaying inappropriate materials, comments about sexual reputation or performance, inappropriate teaching or touching.
Cyber-Bullying	Bullying that occurs online or through digital platforms (e.g., social media, messaging apps, gaming). This may include any of the behaviours above in a digital context.

This list is not exhaustive. Bullying can manifest in many ways and across different settings, including classrooms, gym areas, break times, and online spaces.

Our Commitment

We Believe You Achieve is committed to:

We Believe You Achieve Anti-Bullying Policy

- Maintaining vigilance in staff-student interactions and monitoring.
- Providing a safe and caring environment for all.
- Delivering a planned PSHE curriculum that promotes diversity, acceptance, and respectful relationships.
- Reassuring students that they will be listened to and supported if they experience bullying.
- Encouraging the normalisation of reporting so students feel safe to speak up.
- Keeping parents/carers informed of actions taken in response to any reports.
- Fully investigating all reports of bullying, regardless of how informally they are made.
- Recording all incidents, reports, and actions taken.
- Taking appropriate disciplinary action, including exclusion in severe cases.
- Monitoring and reviewing incidents termly to identify trends and ensure effective interventions.

Strategies for dealing with bullying:

We Believe You Achieve takes a proactive, preventative and restorative approach to tackling bullying. Our strategies focus on education, early intervention, clear reporting routes, and consistent follow-up, ensuring that all incidents are handled promptly and effectively.

Education and Awareness

- Our PSHE curriculum raises awareness around diversity, respect, and inclusion, helping to build a culture of understanding and tolerance.
- Lessons are well-planned and broad, exposing learners to different cultures, perspectives, and beliefs.
- Staff consistently reinforce positive behaviours and address inappropriate language or actions swiftly.

Easy and Anonymous Reporting

- Learners can report bullying confidentially via email: info@webelieveyouachieve.org.uk
- Anonymous reporting options will be available through digital or paper-based systems, allowing learners to raise concerns without fear.
- Reporting routes are clearly signposted throughout the provision and reinforced in induction sessions and PSHE lessons.

Active Monitoring

- During social times, staff are positioned strategically in key areas (e.g., classrooms, gym, break areas) to monitor student interactions and intervene early if concerns arise.
- Staff receive regular safeguarding briefings to help them identify early warning signs of bullying, including non-verbal indicators.

Community Culture

- The provision promotes a zero-tolerance culture towards bullying while emphasising restorative practice where appropriate.
- Diversity, equality, and inclusion are celebrated through activities, displays, and themed weeks, encouraging peer respect and empathy.

Dealing with instances of bullying:

When bullying is reported, the following procedure will be followed:

Initial Meeting with Victim

- A DSL or designated staff member will meet with the victim to gather a full account.
- Details will be logged securely, and the young person will be reassured and supported.

Identify Alleged Perpetrators and Witnesses

- Names of individuals involved will be gathered discreetly.

Interview Witnesses

- Witness statements will be taken and recorded objectively.

Meeting with Alleged Perpetrator(s)

- A meeting will be held to discuss the incident(s), ensuring procedural fairness and opportunity to respond.

Decision and Sanctions

- If bullying is substantiated, appropriate sanctions will be applied based on severity, including restorative conversations, parental meetings, or temporary exclusion.
- If allegations are denied, further investigation will be undertaken. If evidence confirms the incident, sanctions will follow.

Parental Involvement

- Separate meetings will be held with the parents/carers of both the victim and the perpetrator(s) to outline findings and agreed next steps.

Recording and Monitoring

- All incidents will be recorded on the Bullying Tracker to monitor patterns and ensure accountability.

Possible Sanctions and Interventions

Depending on the nature and severity of the bullying, staff may apply one or more of the following responses:

- Verbal warning and restorative conversation
- Loss of social time
- Behaviour contracts or targeted mentoring sessions
- Meetings with parents/carers
- Fixed period exclusion from the provision or specific activities (e.g., gym access, trips)
- Permanent removal from the programme if bullying persists despite interventions

Where possible, restorative approaches will be prioritised to repair harm and rebuild relationships, while maintaining clear boundaries and consequences.

Early signs of bullying

To reduce incidents of bullying and intervene at the earliest opportunity, all staff at We Believe You Achieve are trained to remain vigilant and proactive. Bullying can often be subtle or hidden, so recognising early signs of distress is essential. Our approach is to “listen, believe, and act.”

Staff should pay close attention to any changes in a pupil’s behaviour, appearance, or routine that may indicate bullying. While these signs do not always confirm bullying, they are a signal that further investigation and support may be required.

Emotional and Behavioural Signs

- Noticeable changes in sleep patterns
- Changes in eating habits (loss of appetite, comfort eating, skipping meals)
- Frequent tears, anger, or emotional outbursts
- Mood swings or sudden changes in temperament
- Expressing feelings of illness in the mornings
- Becoming withdrawn or starting to stammer
- Sudden aggression or unreasonable behaviour

- Refusing to talk about what's wrong or avoiding conversations
- Beginning to target siblings or others at home
- Regularly "losing" money or starting to steal

Physical Signs

- Unexplained bruises, cuts, or scratches
- Missing, damaged, or torn clothing or belongings
- Coming to provision hungry or without lunch

Provision-Related Signs

- Reluctance or refusal to attend provision
- Changes in travel route or fear of travelling to provision
- Refusal to use usual transport (bus, train, taxi) to get to provision

Other Hidden Signs

- Frequently isolated or excluded from friendship groups
- Repeatedly targeted for teasing, mimicry, or ridicule by peers
- Unable or unwilling to speak up in class; appearing insecure, nervous, or frightened

Staff Action

If any of the above signs are noticed:

- Record and report the concern to the Designated Safeguarding Lead or senior staff member immediately.
- Do not dismiss signs as "normal teenage behaviour" without further consideration.
- Log behavioural patterns to identify trends over time.
- Speak sensitively with the young person, reassuring them that their concerns will be taken seriously.

All staff are expected to act swiftly and consistently to ensure that early signs of bullying are not ignored. Vigilance is a key part of our preventative safeguarding culture.

Bullying off the Provision Premises

We Believe You Achieve recognises that bullying can occur outside of provision hours and premises, including during travel to and from provision, within the local community, or online. While we are not directly responsible for

incidents that happen off site, if both the target and the perpetrator are students of, We Believe You Achieve, we will address the incident in the same way as if it had occurred on site, following our behaviour and safeguarding procedures. This includes informing parents and carers and taking appropriate action.

Where bullying involves pupils from other schools, provisions, or members of the public, We Believe You Achieve will take all reasonable steps to support the young person and work collaboratively with relevant agencies to address the issue. This may include:

- Speaking with the pupils and parents/carers involved
- Liaising with the Headteacher or senior staff at the perpetrator's school, college, or alternative provision
- Discussing issues with the Police or external agencies if the situation warrants further intervention
- Contacting transport providers if incidents are taking place on buses or taxis used for travel to and from provision
- Supporting pupils in developing strategies to avoid or safely manage bullying situations outside of provision

Internet Bullying / Mobile Phone Texting

We Believe You Achieve has a zero-tolerance approach to cyberbullying, including bullying through social media, messaging platforms, gaming, or mobile phones. Any incidents that occur during the provision day, or that affect the wellbeing of a pupil in our care, will be fully investigated in line with our behaviour and safeguarding procedures.

- Staff will investigate the incident thoroughly, keep detailed written records, and apply appropriate sanctions if necessary.
- Parents/carers will be informed and involved at every stage of the process.
- Parents/carers are expected to monitor and support their child's use of devices at home if an incident is identified.
- **Mobile phones are not permitted to be used or switched-on during provision hours.**

Cyberbullying outside of provision hours that impacts a pupil's wellbeing while in our care will also be taken seriously, with collaborative action taken where appropriate.

Bullying Directed Towards Race, Gender, Sexual Orientation or Disability

We Believe You Achieve has a zero-tolerance approach to any form of bullying or harassment based on protected characteristics as defined under the Equality Act 2010. This includes race, gender, sexual orientation, and disability. Discriminatory behaviour of any kind is unacceptable and will be addressed swiftly and robustly.

We take a preventative approach, promoting respect, inclusion, and understanding through our curriculum, mentoring programmes, and staff practice. Stereotypes are challenged openly, and pupils are supported to view differences positively, fostering an environment built on mutual respect and belonging.

Confidentiality and appropriate support are guaranteed for any pupil who experiences bullying. All incidents of discriminatory bullying will be investigated thoroughly and recorded, with actions taken in line with our behaviour and safeguarding policies. Where required, incidents may also be reported to external agencies.

You are also protected from discrimination if:

- You are associated with someone who has a protected characteristic (e.g. a family member or friend).
- You have complained about discrimination or supported someone else's claim.

Racial Bullying/Harassment

Racial bullying is treated with the utmost seriousness. This includes verbal abuse, racist jokes, physical threats, the circulation of racist materials, incitement of others to behave in a discriminatory way, and racist graffiti or insults.

All incidents will:

- Be fully investigated by senior staff.
- Be logged in both the bullying tracker and separate incident reporting systems.
- Be addressed with appropriate sanctions in line with our behaviour policy.
- Be used as opportunities to educate pupils about ethnic diversity and racial tolerance through the curriculum and PSHE.

Records will be maintained for all involved pupils, and appropriate agencies will be notified if required.

Sexual Bullying

Sexual bullying impacts all genders and can range from inappropriate comments to sexual harassment or assault.

Examples include:

- Abusive name-calling or comments about appearance or puberty
- Sexual innuendo or propositions
- Uninvited or inappropriate touching
- The circulation of sexualised content

- Sexual assault (which will result in immediate removal from the programme and referral to the Police)

Strategies to address sexual bullying include:

- Recording incidents separately on the bullying tracker
- Delivering PSHE lessons on gender relations, consent, and respect
- Using single-gender groups to discuss sensitive issues where appropriate
- Ensuring all areas of the provision are well supervised, particularly in spaces where pupils may be vulnerable
- Implementing sanctions ranging from restorative measures to exclusion, depending on the severity of the incident

Bullying Related to Sexual Orientation and Gender Identity

Homophobic and transphobic bullying is not tolerated under any circumstances. Pupils do not have to identify as LGBTQ+ to experience this type of bullying.

Our strategies include:

- Recording incidents separately for accurate tracking and reporting
- Challenging inappropriate language and supporting pupils to understand its impact
- Providing confidential support for pupils who experience this type of bullying
- Implementing sanctions in line with our behaviour policy
- Reporting incidents to the local authority and external safeguarding partners if required

Special Education Needs or Disabilities

Pupils with SEND can be particularly vulnerable to bullying. We Believe You Achieve takes proactive steps to ensure:

- Staff behaviour and language do not inadvertently trigger bullying.
- Pupils with SEND are not singled out or given undue attention in ways that make them vulnerable.
- All incidents are investigated thoroughly, including speaking with witnesses and parents/carers.
- Appropriate sanctions are applied in cases of bullying.
- Bullying of pupils with SEND will always be treated as a serious matter, with full records kept and reviewed regularly.

Guidelines for Dealing with Bullying Incidents

All staff share responsibility for promoting an anti-bullying culture through the following actions:

- Displaying anti-bullying messages and equality posters throughout the provision
- Challenging all inappropriate behaviour or language immediately

- Encouraging pupils to report bullying and supporting them to do so
- Actively promoting respect and inclusion in all activities

Any pupil who is being bullied, or witnesses bullying, should report it to a trusted adult or directly to staff.

Staff will:

- Interview the pupil(s) involved and record statements on the bullying incident form.
- Speak to witnesses and collect supporting evidence.
- Log incidents in the bullying tracker and, where appropriate, on safeguarding records.
- Contact parents/carers of both victim and perpetrator to discuss the incident and agreed actions.
- Apply sanctions proportionately, including restorative work, behaviour contracts, suspension, or removal from the programme if necessary.

Mediation will only take place with the consent of the victim and will be carefully facilitated to ensure safety and dignity for all involved.

At We Believe You Achieve, we take a proactive and preventative approach to bullying. We believe that building a culture of respect, inclusion, and understanding is the most effective way to reduce incidents before they occur.

Our preventative strategies include:

- **PSHE Curriculum**
Our personal, social, health and economic (PSHE) curriculum is carefully planned to educate pupils about diversity, respect, equality, online safety, healthy relationships, and the impact of bullying. Lessons are delivered in a way that is accessible and engaging for all learners.
- **Mentoring and Wellbeing Sessions**
Pupils have regular access to trauma-informed mentoring and wellbeing interventions delivered by experienced SEMH and SEN practitioners. These sessions help pupils develop emotional regulation, communication skills, and confidence to speak up if issues arise.
- **Staff Training**
All staff receive regular training on identifying the early signs of bullying, understanding the impact of discriminatory language, and responding effectively and consistently to incidents.
- **Environment and Supervision**
High-visibility staff presence in key areas during break and social times helps create a safe and supportive environment. Areas are well supervised, with clear expectations for conduct.

- Pupil Voice

Pupils are encouraged to share their experiences through mentoring, anonymous reporting channels, and informal conversations with trusted staff. Feedback is used to shape anti-bullying initiatives and ensure pupils feel heard.

- Partnership with Parents/Carers

Parents and carers are kept informed about our anti-bullying ethos and encouraged to work with us to support a consistent approach both in and outside the provision.

By embedding these preventative measures across all aspects of provision life, we aim to foster a community where bullying is not tolerated, differences are celebrated, and every pupil feels valued and safe.

We Believe You Achieve