Anti-Bullying Policy

Date Created: November 2025

Created by: Mr P Marsden

Review date: November 2026

1. Policy Statement

Active Futures Academy is committed to providing a safe, inclusive, and nurturing environment where all young people, staff, and visitors are treated with dignity and respect. Bullying of any kind is unacceptable and will not be tolerated. We aim to prevent bullying, respond consistently and effectively where incidents occur, and support all individuals involved.

This policy aligns with:
- Education and Inspections Act 2006
- Equality Act 2010
- Keeping Children Safe in Education (KCSIE) 2024
- Children Act 1989
- Local Safeguarding Partnership Guidance

2. Definition of Bullying

Bullying is behavior by an individual or group, repeated over time, that intentionally hurts another individual either physically or emotionally.

Types of Bullying:
- Physical: Hitting, kicking, pushing, spitting, taking or damaging belongings
- Verbal: Name calling, taunting, threats, offensive comments, mocking
- Emotional / Psychological: Isolation, humiliation, intimidation, manipulation
- Cyber-bullying: Social media abuse, sharing images without consent, messaging harassment, online threats
- Prejudiced / Discriminatory: Targeting protected characteristics (race, SEND, gender, sexuality, religion, disability, appearance etc.)
- Sexual / Sexist: Unwanted comments, gestures, touching, sexual harassment, sharing sexual content

3. Signs & Indicators

Staff should be alert to: withdrawal, changes in attendance, unexplained injuries, anxiety, missing/damaged items, reduced engagement or confidence, and changes in social or online behavior.

4. Roles & Responsibilities

Senior Leadership: Maintain and review policy, ensure training, respond to serious incidents.
Staff: Promote respect, challenge and report bullying.

Learners: Treat others with respect, report concerns, engage in interventions.
Parents/Carers: Report concerns, collaborate on planning, engage with interventions.

5. Prevention Strategies

We prevent bullying through trauma-informed practice, small groups, keyworker check-ins, wellbeing monitoring, teaching empathy/conflict resolution, online safety awareness, restorative culture, and anonymous reporting.

6. Reporting Bullying

Reports can be made to any trusted staff member, via safeguarding systems, by email/phone, or using report forms including anonymously. All reports are logged, acted on, and overseen by the DSL where appropriate.

7. Response & Intervention

We ensure immediate safety, investigate, log incidents, assess safeguarding risk, implement proportionate actions (restorative meetings, contracts, timetable changes, exclusions if severe, police referral if crime suspected), and deliver supportive interventions while ensuring accountability.

8. Supporting Young People

Learners harmed receive 1:1 support, counselling or referral, supervision increases and safety plans. Learners who bully receive restorative work on harm awareness and regulation, targeted interventions, and referrals if underlying needs contribute.

9. Bullying & Equality

Bullying based on protected characteristics is treated seriously and recorded under the Equality Act 2010. We actively challenge racism, homophobia, transphobia, ableism, sexism, faith-based and hate-based behavior.

10. Monitoring & Review

We monitor patterns through behavior/attendance data, incident logs, learner voice and stakeholder feedback. Policy reviewed annually or after significant incident.

Appendix 1: Incident Report Form

Incident Report Form

Name: **Date:** **Time of Incident:**

Type of Incident:

Physical	Verbal	Emotional / Psychological	Prejudice / Discriminatory	Cyber Bullying/Online
Sexual / Sexist	Damage / Theft of Property	Peer / Group	Other	

Incident Description:

Evidence Collected: (Please tick)

Screenshots/messages ☐

Photographs ☐

CCTV Timestamp ☐

Damage/Injury Record ☐

Witness Statements ☐

Witnesses:

Action Taken:

Actions:

Parent/Carer Contacted ☐

DSL Notified ☐

Online Evidence Stored Securely ☐

Risk Assessment/Safety Plan Updated ☐

Referral to External Agency (Counselling/Social Care/YOT/Police) ☐

Police Referral Required ☐

Outcomes:

Signatures:

Student_____   **Staff**_____   **Date**_____