



Our Vision
RESPONSIBILITY
RESPECT
RESILIENCE

**A shining light in our
community**

You are the light of the world. A city
on a hill cannot be hidden. - Matthew
5:14b

Anti-Bullying Policy

Approved by:	Board	Date: October 2025
Last reviewed on:	September 2025	
Next review due by:	September 2026	
Related Documents	Exclusion Policy (POLEX) Learning and Teaching Policy (POLTL) Equal Opportunities Policy (POLEO) Special Educational Needs (POLSEN) Positive behaviour policy (POLAB) Care and control Policy	
Guidance	Behaviour in schools – advice for headteachers and school staff – Keeping children safe in education Use of Reasonable force in schools Searching, screening and confiscation advice for schools Suspension and permanent exclusion from maintained schools, academies, and pupil referral units in England, including pupil movement	
Author	Jen Jakes (Primary Principal) Chris Rowbottom (Secondary Principal)	

Statement of Intent

Bradford Academy is committed to providing a supportive, caring, and safe environment in which all learners are free from the fear of being bullied. As an academy we take bullying and its impact

seriously. Bullying of any form is not tolerated in our academy, whether carried out by a learner or an adult.

Staff, learners and parents or carers will be made aware of the academy's position on bullying. Bullying behaviour is unacceptable in any form. The academy has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any learner who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Principal. A clear account of the incident will be recorded in CPOMs. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

What is bullying?

We recognise that many learners will experience conflict in their relationships with other learners and as an academy we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At Bradford Academy, our definition of bullying is:

"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"



Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on learners. Bullying impacts on learners' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our Academy will respond promptly and effectively to reported incidents of bullying.

In our academy:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Learners who bully need to learn different ways of behaving.

National research has shown that some groups of learners are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole academy community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our academy we do this by:

- Using collective worship and circle time or form time in class to ensure that learners understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our academy.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all learners, staff and parents understand.
- Work in the academy which develops empathy, social skills and emotional understanding e.g. PSHE, social and emotional learning programmes, nurture provision.
- Secure the safety of the target of bullying. Take actions to stop the bullying from happening again. Whole school learning - reflection on what we have learnt
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to learners that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our academy.
- Focussed work with individuals and groups of learners where required to support.

- understanding and development of social skills e.g. social skills groups, Nurture, WRAP
- Ensuring staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Reporting bullying

In our academy learners are encouraged to talk to staff when they are unhappy or have concerns. Learners in our academy understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Learners are encouraged to report bullying to:

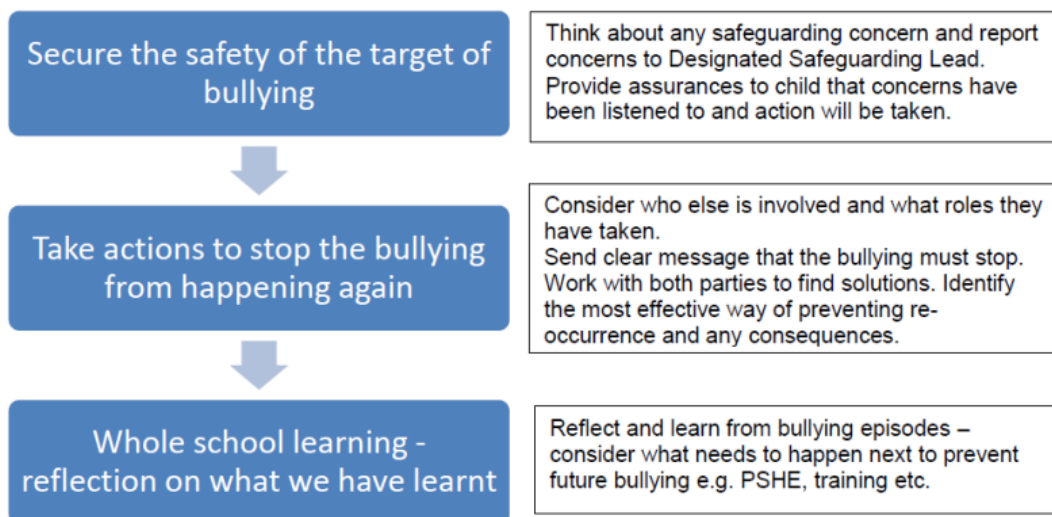
- A trusted adult
- Their class teacher/TA
- Form tutor
- Pastoral Support Worker

Learners are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher or Head of Year

When learners report their concerns, our staff are trained to LISTEN and to BELIEVE. We involve learners as far as possible in finding solutions.

Responding to Bullying



We monitor and review all bullying incidents to determine any patterns or trends that may require further action. On a regular basis we give learners the opportunity to feedback on how safe and happy they feel at the academy we do this through learner questionnaires and Worship Committee meetings.

Procedures for parents:

- If a parent has any concerns about their child they should speak to the class teacher or head of year immediately. If a parent thinks bullying is the issue, the matter will be referred to the principal. The principal is always informed of any bullying concerns at Bradford Academy and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher or head of year, they can make an appointment to speak directly with the principal.
- The academy will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The academy will deal directly with all children involved and their parents. Parents will be kept informed of any actions the academy is taking.
- If parents feel that their concern has not been dealt with appropriately, they should follow the academy's complaints policy.

All members of the school community, including learners, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.