



Cabot
Learning
Federation



Hans Price
Academy

Anti-Bullying Policy

Version October 2025
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Introduction

At Hans Price Academy we define bullying as **targeted behaviour by an individual or group, repeated over time, that intentionally hurts another person physically or emotionally**. At Hans Price Academy, we have a clear anti-bullying policy that helps make our Academy a friendly and caring place to be. We will **NOT** tolerate bullying of any description. No member of the academy community should ever feel threatened, intimidated, mocked or abused.

Bullying is not an inevitable part of school life, and it rarely sorts itself out without intervention. It is, therefore, everyone's responsibility to do something to eradicate this issue and further develop the Academy's ethos of mutual respect, fairness and equality.

We acknowledge that bullying is problematic to both the perpetrator and the victim alike and we employ a range of support and management strategies to ensure that we operate in a pragmatic and non-oppressive way.

Hans Price are working in partnership with the [Anti-bullying Alliance](#), which respects differences and welcomes diversity in our children, young people and in society in general, and believe our work should be inclusive of all. This policy is in conjunction with our "Ready to Learn" (behaviour) and Safeguarding policies which can be found on our website.



Principles

All students have an absolute right to be educated in a safe and secure environment knowing that they will be protected from possibility of being harmed, mocked, or abused by other members of the school community.

There is no justification whatsoever for bullying behaviour and it will not be tolerated in Hans Price Academy in any form. We actively embrace individuality and absolutely reject the idea that differences including race, gender, sexual orientation, disability, poverty, ability, or appearance are ever reasons to be bullied.

Bullying behaviour must be addressed in a positive and constructive way to provide opportunities for both the victim and the perpetrator, fostering growth and development of those involved.

Everyone has a role to play in the development of the Academy's ethos and we will call upon students, parents, carers, school staff and other professionals to share the responsibility for the strategies put in place.

Aims and Objectives of this Policy

This policy outlines what Hans Price Academy will do to prevent and tackle bullying. We are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and young people will be tolerated.

We will:

- Discuss, monitor, and review our anti-bullying policy and practice on a regular basis
- Support all staff to promote positive relationships to prevent bullying
- Tackle bullying behaviour appropriately and promptly
- Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively
Students must feel safe to learn
- Ensure that students abide by the conditions set out in the anti-bullying policy
- Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints
- Ask that parents will in turn work with the Academy to uphold that anti-bullying policy

Preventing Bullying

At Hans Price Academy we create an inclusive environment which promotes a culture of mutual respect for others which will be upheld by all members of our community. We:

- Consider all opportunities for addressing bullying in all forms throughout the curriculum, supported by assemblies, our PSHE programme and the Learning Family programme
- Regularly evaluate the climate in the Academy through systems involving staff, parents, and student surveys
- Work with outside agencies to identify all forms of prejudice-driven bullying and promote acceptance and equality
- Challenge practice which does not uphold the values of acceptance, non-discrimination, and respect towards others
- Regularly update and change our approaches to consider developments in technology. This allows us to provide up to date advice and information to all members of the community regarding positive online behaviours
- Train all staff to identify all forms of bullying and to follow school policy and procedures
- Gather and record concerns and intelligence about bullying incidents and issues to effectively develop strategies to prevent bullying from occurring
- Provide staffed quiet spaces for vulnerable students to use during unstructured times
- Use a variety of approaches to resolve issues between students, including restorative solutions
- Work with other agencies to prevent and tackle concerns
- Celebrate success and achievements to promote and build a positive Academy ethos

Identifying Bullying

Bullying behaviour can be defined as an action, or number of repeated actions, causing harm to people or relationships. This behaviour can occur over a period of time and equally encompasses physical or non-physical actions; therefore, the harm could be physical, emotional or both.

Bullying can be outlined by four key characteristics:

- Repetitive and persistent
- Intentionally harmful
- Involving an imbalance of power
- Causing feelings of distress, fear, loneliness, or lack of confidence

Bullying behaviour can be direct or indirect, simple, or complex.

Direct bullying includes physical threats, verbal insults or taunts and directly contacting a person with obscene or insulting messages using, for example, mobile phones.

Indirect bullying includes persistently ignoring a pupil so that they feel socially isolated, spreading malicious rumours, or insults, often via social network sites on the Internet, or writing offensive graffiti.

Cyberbullying uses technology to harm a person, group of people or a relationship and can happen both inside and outside of school and at any time of the day or night.

Where there is bullying:

- There is normally a power imbalance so that the victim does not feel able to defend him/herself
- It is usually persistent (e.g. repeated behaviour over a period of time)
- It might relate to racism, homophobia, sexism, ageism
- It might relate to a disability or a special educational need (SEND). In these examples, victims may not be aware of being bullied

- There is normally an intention to cause harm, although there may be instances when there is a lack of awareness that the actions are harmful

All bullying issues, whatever their nature, will be treated with equal importance and the response will be based upon the guidelines in the policy.

Forms of bullying covered by this Policy.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture or of an extremist nature
- Bullying related to SEND
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Sexist, sexual, and transphobic bullying
- Bullying via technology "Cyberbullying"

Signs and Symptoms of Bullying

A victim may indicate by **signs** or behaviour that they are being bullied. These are examples but this list is not exhaustive:

- Reluctance to attend school
- Truancing of specific lessons
- Damage to clothing or possessions
- Unexplained bruises or swellings
- Deterioration of schoolwork/attainment
- Being afraid to use the internet
- Becoming jittery about receiving text messages
- Unkept uniform
- Bullying towards siblings
- Taking money without permission

Symptoms may include:

- Loss of appetite
- Headaches
- Stomach aches
- Stammering
- Sudden changes in behaviour
- Lack of confidence
- Signs of depression
- Nervous/edginess or difficulty in concentration
- Lack of motivation to complete work

Reporting Bullying

- Pupils are encouraged to report all forms of bullying, whether carried out by another pupil or by an adult. The hope is that by reporting the problem in the first instance, this will become the first step in empowering the victim to overcome the bullying through the defined stages that will then be put into action. Whenever a pupil experiences bullying, it should be reported, whether by the victim, friends of the victim, bystanders or via parents, who would contact the school. Information can be reported to a member of staff, a tutor, a

college Leader or a member of Senior Management. All staff should first immediately secure the safety of the young person before following the school's procedures.

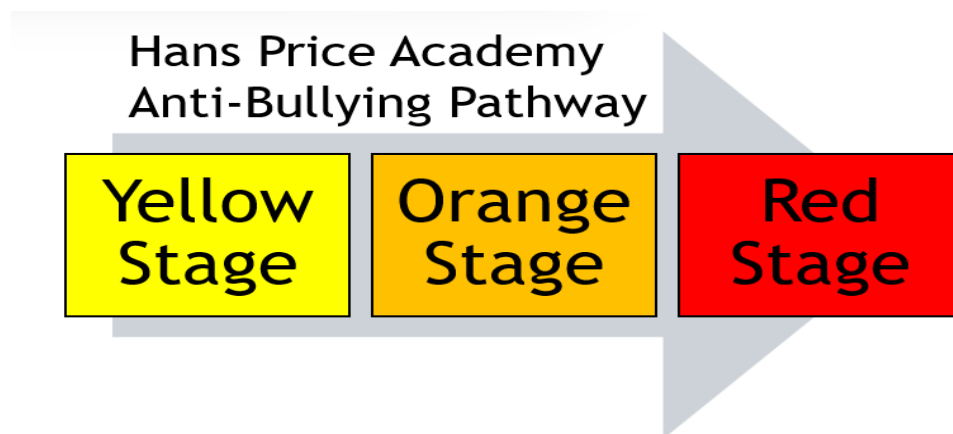
- All students are encouraged to have at least two trusted adults with whom they are encouraged to report any forms of bullying or abuse to
- Teaching and non-teaching staff, who feel that they are being bullied in the workplace, either by a staff member or by a pupil, can report their concern to their line manager or the principal. If such managers are involved, staff may contact the Chair of the Governing Body
- All members of the HPA community can challenge and report bullying via the central email address Speakout@hpa.clf.uk

Responding to Bullying

Anti-Bullying Pathway

All incidents of child-on-child will be treated as peer conflict, until there is evidence to confirm the behaviour is classed as bullying. When resolving any peer conflict incidents, where relevant, students will be warned that repeated behaviour will be treated as bullying and further action taken in line with our Anti-bullying pathway.

All child-on-child incidents are logged appropriately on our Bromcom systems and sanctions, where necessary are applied. Please see our Ready to Learn Behaviour Policy for more information.



When incidents of child-on-child abuse are flagged as bullying, the perpetrator will be placed on the Yellow stage of the Anti-Bullying Pathway.

Yellow Stage

- Internal sanctions
- Parent meeting
- Student behaviour contracts
- SEMH workshops

Further incidents of bullying despite interventions will be responded with a move to the Orange stage of the Anti-Bullying Pathway:

Orange Stage

- Internal sanctions
- Fixed term suspensions
- Involvement of external agencies such as Police or Violence Reduction Pathway
- Student and Parent contracts

- SEMH workshops

Should there be continued breaches in Orange stage and interventions have had limited impact on the perpetrator, the decision can be made by Leadership Team to move to the Red stage.

Red Stage

- Sanctions up to and including permanent exclusion

Recording bullying and evaluating the policy

When bullying of a student has been reported, statements will be taken from all relevant parties and stored on file. When it is believed that bullying has occurred, the member of staff will record this on the School Management System, Bromcom. A safeguarding log will be created on CPOMS indicating the type of bullying and the names of the victim(s) and perpetrator(s). In the instance, this will be dealt with by the pastoral team.

Serious incidents that need immediate action will normally be dealt with by a member of the Senior Leadership Team. Information related to the incident will be recorded on School Information Management system as well as other communication with pupils and parents such as a meeting or telephone call.

The measures taken and sanctions imposed will be recorded and used to inform pastoral staff of trends, or to indicate which measures are most successful in ensuring that further bullying is prevented.

Parental Complaints

If a parent is not satisfied with the way a bullying issue has been addressed, the appropriate College Leader should be contacted to discuss the matter.

If the parent is still dissatisfied, then the appropriate member of the Senior Leadership Team should be involved. Further information may be found in the Complaints Policy if a Parent/Carer feels the matter is still unresolved.

Roles and Responsibilities

The Academy Council will regularly review the Policy which the Principal must consider, in determining measures to promote good behaviour and discipline.

The Principal and Senior leadership Team have overall responsibility for the policy and its implementation. Cases will be managed according to the circumstances and will be recorded and analysed to see whether patterns emerge from the nature of the bullying or the identity of the perpetrators.

Anti-Bullying Lead

A position held by a member of the pastoral team. The Anti-bullying Lead will regularly be meeting with the Assistant Principal responsible for culture and the DSL to review concerns and trends. The lead will also gather student voice through the Anti-bullying Ambassadors and be responsible for raising awareness of child-on-child abuse with a prevention focused approach.

Anti-bullying Ambassadors

An open group of volunteer students who will meet regularly with the Anti-bullying lead, providing a student voice on trends within our community and concerns that need to be addressed.

All staff (teachers, support staff and volunteers) share responsibility for ensuring that the policy and procedures are followed, and consistently and fairly applied without regard to ethnic origin, cultural differences, gender, disability or sexuality issues. Mutual support amongst all staff is essential for creating a high quality and safe learning environment promoting good behaviour and implementing the agreed policy and procedures consistently. They will ensure that pupils are listened to and that their concerns are appropriately addressed.

Parents and Carers will be encouraged to work in partnership with the Academy in order that high standards of behaviour are maintained both in and out of school, and that pupils respect both similarities and differences between themselves and other members of the school and the wider community.

Pupils will be expected to take responsibility for their own behaviour and will be made fully aware of the school's Anti-Bullying Policy, the procedures arising from cases of bullying and the rationale behind them. All pupils have a collective responsibility to ensure that they are considerate towards one another and respectful of each other's differences.

Date of Policy: October 2025

Date of Review: To be reviewed annually