

Anti Bullying Policy

Journey Independent School
September 2026



Anti Bullying Policy

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Review Date: September 2027

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This policy is available on request to students, the parents of students and prospective students of Journey Independent School.

While students may themselves raise concerns and complaints under this policy and procedure, Journey Independent School will involve parents should this occur. Copies are available from the following:

Oak Tree Lodge
Woodfield Park
Tickhill Road
Doncaster
DN4 8QN

Email: Journey Independent School admin@journeyeducationgroup.co.uk

Anti Bullying Policy

Objectives

Journey Independent School (JIS) Anti-Bullying Policy outlines what JIS aim to do to prevent and tackle bullying and discriminatory situations / incidents.

The policy has been drawn up through the involvement of the whole Journey community including student and parent voice.

Our Journey community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that those pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Ensures that all members of the community are treated with respect.
- Ensures that staff promote positive relationships and identify and tackle bullying appropriately.
- Reports back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn work with Journey to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

Responsibilities

This Policy is only effective if the whole Journey community understands that bullying is not tolerated.

It is the responsibility of:

- The Senior Leadership Team to take a lead role in monitoring and reviewing this policy.
- Governors, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to other education establishment leaders and through them to the community.
- Pupils abide by the policy.

Links to legislation

This policy is established under the legal duties of the **Education and Inspections Act 2006 (Section 89)**, which mandates that schools maintain measures to encourage good behavior and prevent all forms of bullying among pupils.

The 2026 framework is explicitly aligned with the following statutory guidance and recent legislative updates:

- Keeping Children Safe in Education (KCSIE) 2026
- The Online Safety Act:
- DfE Bullying and Behaviour Toolkit (2025/2026):
- Equality Act 2010:

Links with other education establishment's policies and practices

This Policy links with a number of other education establishment's policies, practices and action plans including:

- Behaviour Policy
- Safeguarding Policy

Definition of bullying

The Anti-Bullying Alliance defines bullying as 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.

Bullying can be:

- Emotional: being unfriendly, tormenting, threatening gestures, ridicule, humiliation or intimidation.
- Excluding: deliberately excluding and isolating people.
- Physical: pushing, kicking, hitting, punching or any use of violence.
- Verbal: name-calling, sarcasm, spreading rumours, teasing, graffiti and gestures, including discrimination relating to the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- Sexual: unwanted physical contact, inappropriate touching, sexually abusive comments, or exposure to inappropriate images or films.
- Online / cyber: posting on social media, sharing photos, threats by text message or call, misuse of associated technology, and social exclusion.
- Indirect: including the exploitation of individuals.

Preventing, Identifying and Responding to Bullying

The Journey community will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Staff will be trained in restorative justice and counselling skills to ensure they deal with incidents as effectively as possible.
- Consider all opportunities for addressing bullying including through the curriculum (i.e. annual Anti-Bullying Week in November each year) through our management of behaviour and restorative justice practices, through displays, through peer support and through the Journey Council.
- Train all staff including volunteer staff, learning mentors and administrative / site staff to identify bullying and follow Journey's policy and procedures on bullying.
- Train all staff and young people at each centre on E-safety
- Actively create "safe spaces" for vulnerable children and young people. Pupils will be supervised at all times
- Use restorative practice to resolve issues between bullies and the bullied.

Involvement of pupils

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in Journey (Anti-Bullying Week).
- Publicise the details of help lines and websites.
- Offer support to students who have been bullied and show pro-active support through behavioural log tracking and isolation of pupils displaying unacceptable behaviour with
- 1:1 counselling / restorative justice meetings to resolve issues.
- Work with students who have been bullying in order to address the problems they have.
- Use form tutor times to encourage self-review and peer discussion to resolve issues around bullying and anti-social behaviours.

Liaison with Parents and Carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.

- Work with parents and the local community to address issues beyond the Journey that give rise to bullying.

The following steps should be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded on an incident sheet and recorded on CPOMS, which will be shared with the appropriate members of SLT who will act with delegated responsibilities on behalf of the Headteacher
- The SLT member will investigate and record their actions; Information is gathered about the incident before any conclusion is made about whether the incidents were bullying behaviour – both the pupil suspected of ‘bullying’ and the ‘victim’ will be listened to carefully
- Relevant staff and parents/carers will be kept informed
- If the issue persists, then further support meetings (with parents/carers and staff) will be held
- In cases where a crime has been committed or a learner is believed to be in imminent danger or risk,
- the appropriate authorities (police, LA) will be informed immediately prior to any internal investigation. At this point our Safeguarding procedures will be followed
- If it is suspected that the bullying is in the form of staff on pupil, then the disciplinary procedure will be acted upon and a safeguarding concern raised
- If internet/social media based bullying is suspected steps MUST be taken to check if the filtering and monitoring software protection can be improved.

Monitoring, evaluation and review

Journey Independent School will review this policy each year and assess its implementation and effectiveness.

Journey Independent School Incident Report Form

Date

Time:

Report Author

Students Involved

Witnesses to Incident

Staff Involved

Location of Incident

Incident report:

[illegible]

Review

Further Action Agreed (If any) -

Date -