

Anti Bullying Policy

Journey Independent School
September 2025



Anti Bullying Policy

Implementation Date: September 2025

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Availability of the Behaviour Policy

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 Anti-Bullying Policy outlines what JEG 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.

Definition of bullying

Bullying is “Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally”.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.² This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

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.
- Bullying related to special educational needs.

- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual and transphobic bullying.
- Cyber bullying.

1 Adapted from Bullying – A Charter for Action, DCSF

2 Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

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.

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
- Complaints policy
- The teaching of Citizenship and PSHE Education
- Actions plans taking forward the Every Child Matters Agenda
- Confidentiality Policy
- The Single Equality Scheme
- The recording of racial and other bullying incidents
- Safeguarding Policy

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 Principal to communicate the policy to other education establishment leaders and through them to the community.
- Pupils to abide by the policy.

Monitoring & review, policy into practice

We will review this Policy at least every year in line with our other policies unless we have cause to review earlier.

Journey uses the guidance by the DCSF* and the Anti-Bullying Alliance** to inform its action planning to prevent and tackle bullying.

* DCSF Guidance "Safe to Learn: Embedding anti-bullying work in schools"

<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn/>

**Anti Bullying Alliance guidance

http://www.anti-bullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412x

Further Action Agreed (If any) -

Date -

