



Anti Bullying Policy 2026/28

Effective Date: 1st September 2026

Last Reviewed: June 2026

Reviewed By: The Open Door Academy Team

Next Review Date: July 2028

Version: 2

Anti Bullying Policy 2026/28



Contents

1. Purpose and Commitment.....	3
2. Definition of Bullying.....	3
3. Legal Framework	3
4. Aims of the Policy	3
5. Prevention Strategies	4
6. Reporting Bullying.....	4
7. Responding to Bullying	4
Investigation	4
Outcomes	4
8. Support for Pupils	5
9. Cyberbullying.....	5
10. Monitoring and Review	5
11. Roles and Responsibilities	5
Staff	5
Pupils.....	5
Parents.....	5

Anti Bullying Policy 2026/28



1. Purpose and Commitment

The Open Door Academy is committed to providing a safe, respectful, and inclusive environment where all children and young people can learn and thrive. Bullying is unacceptable and will not be tolerated. This policy outlines how we prevent, identify, and respond to bullying in line with UK law, including the Education and Inspections Act 2006 and the Equality Act 2010. [GOV.UK](https://www.gov.uk)

2. Definition of Bullying

Bullying is repeated behaviour that is intended to hurt someone physically or emotionally, often involving an imbalance of power. [GOV.UK](https://www.gov.uk)

Bullying can be:

- **Physical** — hitting, kicking, taking belongings
- **Verbal** — name-calling, threats, discriminatory language
- **Social/Relational** — exclusion, spreading rumours
- **Cyberbullying** — online harassment, abusive messages, sharing harmful content [GOV.UK](https://www.gov.uk)

Some forms of bullying are illegal, including assault, theft, and hate crimes. [GOV.UK](https://www.gov.uk)

3. Legal Framework

This policy is informed by:

- Education and Inspections Act 2006 — requires schools to have measures to prevent all forms of bullying and promote good behaviour. [GOV.UK](https://www.gov.uk)
- Equality Act 2010 — requires schools to prevent discrimination, harassment, and victimisation related to protected characteristics (e.g., race, disability, sex, religion, sexual orientation). [GOV.UK](https://www.gov.uk)
- Safeguarding duties — bullying that causes significant harm may be a safeguarding concern. [GOV.UK](https://www.gov.uk)

4. Aims of the Policy

- Prevent bullying through education, awareness, and a positive school culture
- Ensure all pupils, staff, and parents understand what bullying is
- Provide clear procedures for reporting and responding to incidents
- Support those affected by bullying
- Address underlying causes and hold perpetrators accountable
- Promote equality, respect, and inclusion

5. Prevention Strategies

- A whole-school approach promoting respect and positive behaviour
- Regular staff training on recognising and responding to bullying
- Curriculum activities (PSHE, assemblies, digital citizenship)
- Clear supervision
- Online safety education and cyberbullying awareness [GOV.UK](https://www.gov.uk)
- Encouraging pupils to “Speak Out, Stay Safe” and report concerns early
[NSPCC Learning](https://www.nspcc.org.uk/learn)

6. Reporting Bullying

Anyone can report bullying — pupils, parents, staff, or visitors. Reports may be made:

- In person to any staff member
- Via email or designated reporting system
- Through anonymous reporting boxes (in the Kitchen)
- Through safeguarding leads for serious concerns
- All reports will be taken seriously and acted upon promptly.

7. Responding to Bullying

Investigation

- All incidents will be investigated quickly and fairly
- Statements may be taken from those involved and witnesses
- Parents/carers will be informed where appropriate

Outcomes

- Support for the pupil who has been bullied (pastoral support, safe spaces, counselling)
- Appropriate consequences for the perpetrator, proportionate to the behaviour
- Restorative approaches where suitable
- Monitoring to ensure the bullying does not continue
- When bullying occurs outside school
- Schools may take action if behaviour outside school affects pupils’ wellbeing or safety. [GOV.UK](https://www.gov.uk)

8. Support for Pupils

- Emotional support and reassurance
- Mentoring or peer support
- Referral to pastoral or mental-health services
- Additional support for vulnerable pupils (SEND, minority groups) [GOV.UK](https://www.gov.uk)

9. Cyberbullying

Cyberbullying will be treated as seriously as face-to-face bullying.

Actions may include:

- Reporting harmful content
- Working with parents to manage devices
- Educating pupils on safe online behaviour
- Using guidance for staff and parents on cyberbullying prevention [GOV.UK](https://www.gov.uk)

10. Monitoring and Review

- The policy will be reviewed annually
- Bullying incident data will be monitored to identify patterns
- Feedback from pupils, staff, and parents will inform improvements
- Updates will reflect new guidance from the Department for Education [GOV.UK](https://www.gov.uk)

11. Roles and Responsibilities

Staff

- Model respectful behaviour
- Respond to all reports of bullying
- Record incidents accurately
- Support affected pupils

Pupils

- Treat others with respect
- Report bullying
- Support peers who may be at risk

Parents

- Report concerns promptly
- Work with The Open Door Academy to resolve issues
- Encourage respectful behaviour at home.