Paddington Academy
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PADDINGTON ACADEMY

Anti-Bullying Policy

2026-27

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SLT member in charge	DRI		

Paddington Academy
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Introduction

At Paddington Academy, learning is at the centre of everything we do. We want all of our students to be able to learn how to function effectively in any area of society and as part of a diverse community. We also want them to feel confident in a variety of different situations. We believe that there are no excuses, no shortcuts and no barriers to learning, and we recognise that students learn best in a safe, nurturing and caring environment.

Nothing is more important to us than ensuring that all students learn, make progress and develop into happy, well-rounded individuals. Bullying of any form is not tolerated at Paddington Academy.

The Academy's explicit teaching of behaviour for learning minimises opportunities for students to be bullied or become involved in bullying others. We take all reports and concerns regarding bullying seriously and seek to resolve individual incidents promptly, fairly and consistently.

Bullying will not be tolerated at Paddington Academy. Any student who feels they are being bullied, either in or outside of school, is encouraged to report this to a member of staff immediately. Parents and carers are also encouraged to contact the Academy if they believe bullying may be taking place.

The Academy recognises that some incidents of bullying may also constitute peer-on-peer abuse. Such incidents will be managed in line with both this policy and the Academy's Safeguarding and Child Protection Policy. Allegations of peer-on-peer abuse will always be taken seriously, investigated thoroughly and dealt with promptly. Where appropriate, concerns will be managed as safeguarding matters and referrals made to external agencies.

What is Bullying?

Bullying is a form of anti-social behaviour that the Academy considers inappropriate and unacceptable in all its forms.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally. Bullying may involve an imbalance of power between the perpetrator and victim, making it difficult for the victim to defend themselves.

Bullying can take many forms, including:

- Online bullying via phone messages, social media or the internet.
- Cyberbullying, including bullying through social media platforms, messaging applications, websites, online gaming, image sharing, AI-generated content and any other form of digital technology.
- Prejudice-based and discriminatory bullying against particular groups, for example on grounds of race, religion or belief, sex, sexual orientation, gender reassignment, disability, special educational needs or any other protected characteristic.

Bullying can be motivated by actual differences or perceived differences.

Bullying can be:

- Physical, for example punching, kicking, hitting or spitting.
- Verbal, for example name-calling, insulting comments or discriminatory language.
- Social, for example deliberately excluding someone from activities or encouraging others to do so.
- Damage to property or theft, including deliberate damage to belongings or coercion to hand over possessions.
- Face-to-face or remote.
- Carried out by a person known to the victim or by an anonymous individual.
- Conducted through digital technology, social media or online platforms.

Statutory Framework and Other Guidance

This policy complies with all advice and legislation contained within:

- DfE Guidance: *Preventing and Tackling Bullying* (latest available version).
- DfE Guidance: *Behaviour in Schools*.
- Keeping Children Safe in Education (latest available version).

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying.

In particular, Section 89 of the Education and Inspections Act 2006:

- Requires schools to have measures in place to encourage good behaviour and prevent all forms of bullying amongst students.
- Gives Headteachers the ability to discipline students for poor behaviour that occurs beyond the school gate where appropriate.

Other relevant legal frameworks include:

- Equality Act 2010
- Public Sector Equality Duty 2011
- Children Act 1989
- Education Act 2011
- School Standards and Framework Act 1998
- Independent School Standards Regulations 2010

Although bullying itself is not a specific criminal offence, some forms of bullying may constitute criminal behaviour. Where this is believed to be the case, the Academy will involve the Police and other external agencies as appropriate.

Principles

The following principles underpin the Anti-Bullying Policy at Paddington Academy:

- Learning remains at the centre of all decision-making.
- The Academy community should be safe, inclusive and focused on learning.
- All students have the right to feel safe, valued and respected.
- Bullying in any form will not be tolerated.
- Students are explicitly taught tolerance, kindness and respect for others.
- All reports of bullying are taken seriously and investigated thoroughly.
- Victims are supported and protected.
- Perpetrators are held accountable for their actions and supported to make positive changes.
- Restorative approaches are used where appropriate to repair relationships and prevent recurrence.
- The Academy works in partnership with families to prevent and address bullying.

Roles and Responsibilities for the Anti-Bullying Policy

Students

Students are responsible for:

- Reporting any suspicion or instance of bullying immediately.
- Reporting concerns to any member of staff, through the anonymous reporting system on the school website, or via email.
- Walking away from potentially dangerous situations and seeking adult support.
- Treating all members of the Academy community with respect.
- Supporting others who may be experiencing bullying by encouraging them to seek help.

All Staff

All staff are responsible for:

- Being alert to signs of bullying.
- Taking all reports of bullying seriously.
- Providing students with opportunities to report concerns.
- Promoting positive behaviour and respectful relationships.
- Following this policy and the Behaviour Policy consistently.
- Supporting investigations where required.
- Maintaining vigilance during lessons, duties and Academy activities.

Vice Principals and Designated Senior Leaders

Responsible for:

- Ensuring all reports of bullying are investigated promptly and fairly.
- Ensuring appropriate support is provided to victims.
- Ensuring appropriate sanctions are applied where bullying is substantiated.
- Monitoring patterns and trends relating to bullying.

- Reviewing the effectiveness of anti-bullying practice across the Academy.
- Reviewing the policy annually.

Curriculum Leader for PSHE

Responsible for:

- Ensuring anti-bullying education is delivered through the PSHE curriculum.
- Coordinating assemblies and awareness activities relating to bullying, discrimination and online safety.

Principal

Responsible for:

- Overall responsibility for student safety and wellbeing.
- Ensuring staff are trained appropriately.
- Ensuring systems are in place to prevent opportunities for bullying.
- Ensuring all stakeholders understand the Academy's approach to bullying.
- Monitoring the effectiveness of the policy.

Parents and Carers

Parents and carers should:

- Be alert to signs that their child may be experiencing bullying.
- Report concerns to the Academy promptly.
- Work collaboratively with the Academy during investigations.
- Support strategies implemented to address incidents of bullying.

Prevention

Paddington Academy is an inclusive and safe environment where all forms of discrimination are challenged and addressed.

The Academy operates a zero-tolerance approach to bullying, prejudice-based bullying and discriminatory bullying. This includes bullying related to race, religion, disability, sex, sexual orientation, gender reassignment, special educational needs or any other protected characteristic.

We recognise that prevention and education are the most effective means of eliminating bullying from our community.

The Academy promotes positive relationships through:

- A well-planned PSHE curriculum.
- Assemblies and awareness campaigns.
- Explicit teaching of respectful behaviour.
- Online safety education.
- Staff role modelling positive relationships.
- Celebration of diversity and inclusion.
- Active supervision of students throughout the Academy Day.

Reporting Bullying

Bullying will not be tolerated at Paddington Academy.

Students who believe they are being bullied, either in or outside of school, should report the matter immediately to:

- Any member of staff.
- Their Tutor.
- Their Head of Year.
- A member of the Safeguarding Team.
- The anonymous reporting system on the school website.
- Via Email.

Parents and carers who believe their child is experiencing bullying should contact the Academy as soon as possible.

Students making reports will be listened to, supported and taken seriously throughout the process.

Intervention

When an incident of bullying is reported, the Academy will:

- Take all reports seriously
- Conduct a thorough investigation
- Gather evidence through staff accounts, student interviews, CCTV, online communication records and any other relevant sources where appropriate
- Ensure all parties are treated fairly and respectfully throughout the investigation
- Inform parents and carers where appropriate
- Maintain accurate records of reports, investigations and outcomes
- Identify and respond to patterns of bullying behaviour

Students found to have engaged in bullying behaviour will be sanctioned in accordance with the Behaviour Policy.

Sanctions may include:

- Restorative conversations including the completion of the *harmful behaviours* reflective sheet (see appendix)
- Detentions
- Reflection
- Loss of privileges
- Fixed-term suspension.
- Permanent exclusion.

The nature and severity of the sanction will depend on the circumstances of the case.

The Academy will also work with students who have engaged in bullying behaviour to help them understand the impact of their actions and to reduce the likelihood of recurrence.

Supporting Victims

The Academy will ensure that students who have experienced bullying receive appropriate support.

Support may include:

- Regular check-ins with pastoral staff.
- Identified trusted adults.
- Restorative meetings where appropriate.
- Counselling or external agency referrals.
- Ongoing monitoring of wellbeing and safety.

Supporting Pupils with SEND

The Academy recognises that pupils with Special Educational Needs and Disabilities (SEND) may be more vulnerable to bullying or may find it more difficult to identify, communicate or report concerns.

Staff will take particular care to ensure reporting routes are accessible, concerns are followed up appropriately and reasonable adjustments are made where necessary.

Where a pupil with SEND is involved in a bullying incident, whether as a victim or perpetrator, staff will carefully consider individual needs while maintaining high expectations and ensuring the safety of all students.

Safeguarding

Some incidents of bullying may constitute a safeguarding concern.

Where there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm, the matter will be managed in accordance with the Academy's Safeguarding and Child Protection Policy.

Where appropriate, referrals will be made to Children's Social Care, the Police or other relevant agencies.

If the Academy believes that a criminal offence may have been committed, the Police will be informed and appropriate action taken to support all students involved.

All incidents that meet safeguarding thresholds will be recorded and managed in line with safeguarding procedures.

Appendix

Harmful Behaviour Reflective Apology Sheet

Harmful Behaviour Reflection and Apology

To be completed following an incident involving bullying, harassment, prejudice, discrimination, or other harmful behaviour that has negatively affected another person.

This form has been issued because your behaviour has been identified as bullying, harassment, discrimination, or another form of harmful behaviour. Completing this reflection will help you understand the impact of your actions, take responsibility for your behaviour, and consider how you can make better choices in future.

This form must be completed to a high standard. All responses must be written in full sentences and demonstrate careful thought and reflection.

Name:		**Date:**	
Tutor Group:		**Which type of harmful behaviour is this?** *(Please tick one or more.)*	☐ Bullying ☐ Racism ☐ Sexism / Misogyny ☐ Homophobia / Transphobia ☐ Discrimination ☐ Harassment ☐ Other: _____
Who was affected by your behaviour?			

What did you do that was wrong? *(Describe exactly what you said or did. Focus only on your actions, not the actions of others.)*

What have you learned from this reflection, and how will you use this learning to improve your behaviour in future? *(Explain what you now understand about the impact of your behaviour and the specific actions you will take to ensure this does not happen again.)*

Why is it important that we challenge bullying and harassment? *(Think about safety, respect, belonging, learning and the wellbeing of others.)*

What specific behaviour will you improve when you return to lessons and how will you demonstrate this consistently? *(Be specific about the behaviour you need to improve and explain how you will demonstrate this consistently in lessons.)*

Harmful Behaviour Reflection and Apology

Bullying and harassment can have a serious impact on others. A sincere apology helps to demonstrate that you understand the harm caused and are committed to changing your behaviour. Please use the guidance below to write a thoughtful apology. This apology must be completed to a high standard. One-word answers or insincere responses will not be accepted.

Your apology should:

- ☐ Take full responsibility for your actions
- ☐ Clearly explain what you did wrong
- ☐ Explain the impact your behaviour may have had on the other person
- ☐ Show that you understand why your behaviour was unacceptable
- ☐ Explain what you have learned from this reflection
- ☐ Explain what you will do differently in future
- ☐ Be sincere, respectful and well presented
- ☐ Use full sentences, correct spelling and punctuation

Example Harmful Behaviour Apology

The sentence starters in bold can be used to help you structure your own apology.

Dear Mr Ali,

The reason I am apologising is because my behaviour was inappropriate and did not meet the standards expected at Paddington Academy.

I understand that my behaviour was wrong because it was disrespectful and may have caused harm to another person.

I recognise that my actions may have affected you by making you feel upset, uncomfortable, or disrespected.

What I have learned from this experience is that my actions have consequences and that I need to think more carefully about the impact my behaviour has on others.

In future I will treat others with respect, think before I speak or act, and make better choices.

I am sorry for my actions and will work hard to ensure this does not happen again.

Yours sincerely,

Samir

Please use the space below to write a high-quality apology that meets the success criteria above.