

The Pioneers Academy

Anti-Bullying Policy

Policy and Procedures • 2026–2027

School	The Pioneers Academy
Policy owner	Headteacher / DSL's Mrs Parveen and Mr Ahmad
Effective from	September 2026
Review date	September 2027, or sooner if legislation/guidance changes
Primary statutory/guidance basis	Equality Act 2010; KCSIE 2026; DfE behaviour guidance

1. Purpose and Scope

Bullying is behaviour that is repeated, intentional and involves an imbalance of power or perceived power. It may be physical, verbal, relational, discriminatory or online. A single serious incident will be addressed even where it does not meet the definition of repeated bullying.

2. Policy Statement and Procedures

The Academy has a zero-tolerance approach to bullying and expects pupils to report concerns to a trusted adult. Staff must take reports seriously, record concerns and refer safeguarding issues to the DSL or deputy without delay.

Investigations will be proportionate, fair and child-centred. The Academy will consider the impact on the victim, the behaviour and circumstances of the alleged perpetrator, witness information, online evidence and any protected-characteristic issues.

Parents/carers will be informed where appropriate. Support may include check-ins, pastoral support, restorative approaches where suitable, safety planning, behaviour sanctions and external referral where necessary.

Cyberbullying and group-chat behaviour are included where they affect pupils or the school community.

3. Roles and Responsibilities

The Headteacher has overall responsibility for implementation and review. Relevant designated leads coordinate day-to-day arrangements within their area. All staff are expected to follow the policy, maintain appropriate records and raise concerns promptly. Pupils and parents/carers are expected to follow the Academy's published expectations and cooperate with reasonable procedures.

4. Monitoring, Review and Record Keeping

Implementation will be monitored through appropriate records, audits, pupil/parent feedback, incident information, attendance or participation data and review by senior leaders. The policy will be reviewed at

least annually unless a different statutory review period applies, and immediately where significant legal or operational changes require it.

5. Related Policies and Guidance

This policy should be read alongside the Academy's safeguarding and child protection arrangements, behaviour policy, attendance procedures, equality arrangements, data protection arrangements and any relevant individual plans or risk assessments.

6. Approval

Approved by: Headteacher

Next review: September 2027

References

- Department for Education, Keeping Children Safe in Education 2026, where relevant.
- Department for Education statutory guidance and current legislation relevant to this policy.
- The Pioneers Academy's other current policies and procedures.