

September 2025



ANTI-BULLYING POLICY

Issue date: September 2025

A handwritten signature in black ink, appearing to be 'G.A.', is written over a faint, light blue circular stamp.

Signed:

Review period: Annually

ANTI-BULLYING LEAVE POLICY ISSUES AND UPDATES

PAGES	ISSUE	DATE
ALL	Review of document	12/07/24
ALL	Pupil changed to participant	12/07/24
Page 4	Word 'to' added to sentence	12/07/24
Page 4	Word 'us' removed	12/07/24
Page 5	Foundation Wellbeing Lead added	12/07/24
ALL	Review of whole document	23/07/2024
Page 4	Use of acronym of STOP	23/07/2024
Page 5	Referring to behaviour policy	23/07/2024
Page 6	Referring to behaviour policy	23/07/2024
Page 7	Appendix of poster	23/07/2024
ALL	Wording of CEO	28/07/2025

The following policy has been approved by the Senior Leadership Team and the Board of Trustees.

The policy will be reviewed on an annual basis unless circumstances arise requiring the policy to be reviewed earlier.

Approved by Board of Trustees: July 2025

Board signatory: Jon Drown

Planned review: July 2026

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ANTI-BULLYING POLICY

AIM

The aim of the anti-bullying policy is to ensure that participants learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by participants.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will participants be able to fully benefit from the opportunities available at schools.

Throughout this policy the term 'parent' is used to mean a participant's parent, carer or guardian.

SCOPE OF THIS POLICY

This policy includes:

- Bullying of participants by participants within the Foundation
- Bullying of and/or by participants outside of the Foundation, where the Foundation is aware of it
- Bullying of staff by participants within or outside the Foundation
- Allegations about bullying of participants by staff will be dealt with under the Foundation's Safeguarding Policy.

CONSULTATION

This policy has been developed in consultation with participants, and Foundation staff.

DEFINITION

Northampton Saints Foundation has chosen to adopt the following definition of bullying:

"Bullying is an abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person."

Further to this, we believe that bullying is occurring when a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- Physically and/or mentally hurt or worried.
- Unsafe and/or frightened.
- Unable to do well and achieve.
- 'Badly different', alone, unimportant and/or unvalued.

Using the acronym of STOP makes it very clear to everyone what is defined as bullying:

Several
Times
On
Purpose

(Please see Appendix 1 for a visual poster which is displayed in the hubs and delivery sites)

If a person is unable to see a happy and exciting future for themselves, it could be due to bullying. When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this is bullying.

If someone is made to feel like this, or if they think someone they knows feels like this, it should be investigated. This should happen straight away as it can take a long time to build up the courage to tell. However, lots of things can make people feel bad, sometimes it depends on the situation we are in, and it is not always bullying.

Bullying is any behaviour by an individual or group that:

Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

It can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, offensive remarks
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. texts, e-mails, picture/video clip bullying, Instant Messaging (IM)

Northampton Saints Foundation recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs. All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying.

IDENTIFYING AND REPORTING CONCERNS ABOUT BULLYING

All concerns about bullying will be taken seriously and investigated thoroughly.

Participants who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Teaching staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Participants who are bullying others also need support to help them understand and change their behaviour.

Participants who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All participants will be encouraged to report bullying by talking to a member of staff of their choice

Staff who are being bullied will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with participants or their families can lead to problems escalating.

RESPONDING TO REPORTS ABOUT BULLYING

Northampton Saints Foundation will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
- A clear account of the concern will be recorded and given to the Chief Executive Officer.
- The Chief Executive Officer will interview everyone involved and keep a detailed record via an incident report form. This will be held in line with the Foundation's data protection practice.
- All relevant staff will be kept informed as to any instances of persistent bullying.
- Parents and other relevant adults will be kept informed.
- Where bullying occurs outside the Foundation, any other relevant schools or agencies (e.g. Youth Clubs) will be informed about the concerns and any actions taken according to the behaviour policy.
- Punitive measures will be used as appropriate and in consultation with all parties involved.

Participants and staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Providing reassurance that the bullying will be addressed.
- Offering continuous support.
- Restoring self-esteem and confidence.
- The use of specialist interventions and/or referrals to other agencies e.g. Foundation, Wellbeing Lead, Educational Psychology, where appropriate.

Participants who have bullied will be helped by:

- Discussing what happened.
- Discovering why the participant became involved.
- Establishing the wrongdoing and need to change.
- Informing parents to help change the attitude of the participants.
- The use of specialist interventions and/or referrals to other agencies where appropriate.

The following disciplinary steps can be taken:

- Warnings to cease offending.
- Reduced Timetables.
- Parental Meetings.
- Minor fixed-term exclusion.
- Major fixed-term exclusion.
- Stage 3 of the behaviour policy which can result in removal from the programme.

PARENTS

Most concerns about bullying will be resolved through discussion between school or home and the Foundation. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.

Where a participant is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.

Referral of the family to external support agencies will be made where appropriate.

PREVENTATIVE MEASURES

Northampton Saints Foundation will:

- Raise awareness of the nature of bullying through inclusion in the curriculum of all programmes, mentoring, subject areas and informal discussion, as appropriate, to eradicate such behaviour.

- Seek to develop links with the wider community that will support inclusive anti-bullying education.
- Consider the use of specific strategies, for example mentoring, on a regular basis and implement them if appropriate, subject to available resources.

PROMOTION OF THIS POLICY

The policy and methods for reporting bullying concerns will be promoted throughout Northampton Saints Foundation, through regular awareness raising activities with pupils and their families.

MONITORING, EVALUATION AND REVIEW

The Chief Executive Officer will lead on the implementation of the policy.

The Foundation will review the policy annually and assess its implementation and effectiveness.

Appendix 1:

