

QMX ACADEMY

Anti- Bullying Policy

Last Updated

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1. Policy Statement

At QMX Academy, we are committed to creating a safe, respectful, and inclusive environment where all learners feel valued and supported. Bullying of any kind is unacceptable and will not be tolerated.

We recognise that learners in alternative provision may have experienced previous trauma, social exclusion, or disrupted education, and we are dedicated to fostering positive relationships, restorative practice, and early intervention.

2. Aims

- To prevent bullying in all forms
- To promote a culture of respect, empathy, and inclusion
- To ensure all incidents of bullying are taken seriously and dealt with promptly
- To support both the victim and the perpetrator through education, reflection, and restorative approaches

3. Scope

This policy applies to:

- All students on roll
- All staff, contractors, and volunteers
- Visitors to the Academy
- Bullying that occurs on-site or off-site (including online activity)

4. Definitions

Bullying is defined as:

“Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.”

Bullying can be:

- **Verbal** – name-calling, teasing, offensive language or threats
- **Physical** – hitting, kicking, pushing, or damaging property
- **Indirect** – spreading rumours, excluding others
- **Online (Cyberbullying)** – sending hurtful messages, posting harmful content or impersonating someone on social media

It may also target:

- Race, religion or culture
- Gender or sexual orientation
- Disability or special needs
- Family circumstances or appearance

5. Prevention

We actively prevent bullying by:

- Embedding respectful behaviour into our curriculum and daily routines
- Holding regular PSHE sessions and restorative circle time
- Promoting kindness, empathy, and diversity through displays and group work
- Ensuring staff model positive communication and inclusivity
- Maintaining close supervision and clear behaviour expectations

6. Reporting Bullying

Students can report concerns to any trusted adult or via a confidential method (e.g., worry box, email).

Staff must report concerns to the Designated Safeguarding Lead (DSL) or Behaviour Lead.

Parents/carers are encouraged to contact the Academy with any concerns.

7. Responding to Bullying

- Every report will be taken seriously and investigated promptly
- Support will be offered to the student being bullied
- The student engaging in bullying behaviour will be spoken to, and appropriate consequences and support will follow
- Where appropriate, a **restorative conversation** or mediation may take place

- Parents/carers and commissioners of both parties will be informed as soon as possible but no later than the end of the school day.
- A record of the incident will be logged on the behaviour or safeguarding system

8. Sanctions and Support

Actions may include:

- Verbal warnings or reflection sessions
- Behaviour support interventions
- Contact with home and partnership working
- Restorative meetings
- Internal exclusion or fixed-term exclusion (in serious cases) would be to be discussed with the commissioner

Our priority is education and reflection, not punishment alone. We aim to understand root causes and support behavioural change.

9. Safeguarding Considerations

Bullying that causes significant harm may be considered a safeguarding issue and referred to the DSL and commissioner. In cases of criminal behaviour (e.g., hate crime, assault), the police may be involved.

10. Monitoring and Review

- All bullying incidents are recorded and monitored to identify patterns
- The policy will be reviewed **annually** and in response to any serious incidents
- Students will be consulted on how well bullying is addressed via feedback and wellbeing checks

11. Related Policies

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- Behaviour Policy
 - Safeguarding & Child Protection Policy
 - Online Safety Policy
 - Student Code of Conduct

12. Contact

Designated Safeguarding Lead: Joseph Hall

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