



Anti-Bullying Policy

May 2025

1. Introduction

Boomsatsuma is committed to creating a learning environment where everyone feels **safe, respected and supported**.

We believe bullying is unacceptable under any circumstances. All learners have the right to feel safe at college and to be treated fairly.

This policy explains:

- what bullying is
- how to report it
- how Boomsatsuma responds to incidents
- how we work to prevent bullying

2. Our approach

Boomsatsuma takes bullying seriously and aims to:

- prevent bullying from happening
- respond quickly and consistently when bullying is reported
- support learners affected by bullying
- challenge bullying behaviour and help learners change

We encourage all learners to be respectful and supportive of others, and to report concerns early.

3. What is bullying?

Bullying is **repeated behaviour** that is intended to hurt, intimidate or upset someone.

Bullying often includes:

- targeting a person repeatedly
- deliberate unkindness or threats
- behaviour where there is an imbalance of power (e.g. a group bullying one person)

A one-off disagreement or argument is not always bullying, but it still may be unacceptable behaviour and will be addressed.

4. Types of bullying

Bullying can include:

Verbal bullying

- name-calling
- insults or mocking
- threatening language

Physical bullying

- pushing, hitting or damaging belongings

Social bullying

- spreading rumours
- excluding someone
- encouraging others not to speak to someone

Online bullying (cyberbullying)

- messages, posts or images intended to upset or humiliate
- harassment through social media or group chats

Prejudicial bullying (discrimination-based bullying)

Boomsatsuma has **zero tolerance** for bullying linked to a protected characteristic, including:

- race or ethnicity
- religion or belief
- disability
- gender or gender identity
- sexual orientation

- pregnancy/maternity
- any other aspect of someone's identity

5. Bullying outside college

Boomsatsuma recognises that bullying may happen outside of college, including online.

If bullying outside college affects a learner's safety or wellbeing, we will take it seriously and respond appropriately, including involving parents/carers and outside agencies if needed.

6. Reporting bullying

Learners can report bullying in the following ways:

- speaking to a member of staff they trust
- speaking to their tutor / pastoral team
- reporting to safeguarding staff
- asking a parent/carer to contact the college on their behalf

Reports of bullying will always be taken seriously, investigated, and treated confidentially wherever possible.

7. What happens when bullying is reported?

When a bullying concern is raised, Boomsatsuma will:

1. listen carefully and take the concern seriously
2. investigate fairly and promptly
3. take action to stop the bullying
4. ensure the learner feels safe and supported
5. record the incident appropriately

We will aim to respond as quickly as possible, especially where safeguarding concerns are identified.

8. Support for learners affected by bullying

Boomsatsuma will support learners who experience bullying. Support may include:

- regular check-ins with a trusted staff member
- support from pastoral staff
- safety plans (where needed)
- support with confidence and wellbeing

- involving parents/carers (where appropriate)

9. Responding to bullying behaviour

Boomsatsuma will respond firmly to bullying behaviour.

Actions may include:

- discussion and restorative work
- warnings and behaviour agreements
- loss of privileges
- internal sanctions (in line with behaviour policy)
- suspensions (where appropriate)
- managed move / permanent exclusion (in extreme or repeated cases)

We will always aim to help learners understand the impact of their behaviour and make better choices.

10. Roles and responsibilities

All staff will:

- promote respectful behaviour
- challenge bullying and discriminatory language
- report and record incidents properly
- ensure learners feel safe

Learners are expected to:

- treat others with respect
- not take part in bullying behaviour
- report bullying or concerns
- avoid being a bystander

Parents/carers are encouraged to:

- raise concerns as early as possible
- work with the college to support positive outcomes

11. Monitoring and review

Boomsatsuma will:

- record bullying incidents in line with college safeguarding and behaviour processes

- review patterns or repeated concerns
- use information to improve prevention and learner support

This policy will be reviewed regularly.

Approval

Approved by; David Thorpe

Date; May 2025

Role; Designated Safeguarding Lead (DSL)

Review date; May 2026

boomsatsuma Education Ltd