Anti-Bullying Policy

Statement of Intent

Bullying is a deliberate behaviour that negatively impacts everyone involved. It can occur in any environment, including educational and online settings. Junior Cub Scholars is committed to challenging all forms of bullying and fostering a culture of respect, safety, and inclusion.

We operate as a community of students, parents/guardians/carers, tutors, pastoral staff, volunteers, and management. Bullying of any kind will not be tolerated. We will support those who experience bullying and take appropriate action in line with our Behaviour Policy. Sanctions for bullying may include, but are not limited to, exclusion, depending on the severity of the behaviour.

Purpose of This Policy

This policy aims to:

- Prevent bullying among young people who attend or participate in activities at Junior Cub Scholars.
- Ensure bullying is addressed promptly and effectively, with appropriate support for all individuals involved.
- Provide clear guidance to staff, volunteers, students, and families on recognising, preventing, and responding to bullying.

This policy applies to all individuals working on behalf of Junior Cub Scholars, including senior leaders, trustees, paid staff, volunteers, sessional workers, agency staff, and students.

This policy is informed by UK legislation, statutory guidance, and best practice relating to the safeguarding and protection of children.

Definition of Bullying

The Anti - Bullying Alliance defines bullying as:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”

Key elements of bullying include:

- Hurtful behaviour Repetition Power imbalance
- Intentionality

Forms of Bullying

Bullying may include, but is not limited to:

Type Examples

Physical Pushing, kicking, hitting, biting, pinching.

Verbal Name - calling, sarcasm, threats, teasing, spreading rumours.

Emotional Exclusion, intimidation, humiliation, manipulation, hiding belongings.

Sexual Unwanted contact, inappropriate comments, homophobic remarks, exposure to inappropriate material.

Online/Cyber Abusive messages, social media posts, sharing images, online exclusion.

Indirect Exploitation, encouraging others to bully, covert harassment.

Banter and Baiting

- Banter is friendly, mutual teasing.
- Baiting is used to provoke, antagonise, or manipulate someone into reacting, and can be a form of bullying.

Vulnerability and Targeting

Children may be targeted due to perceived differences, including disability, special educational needs, appearance, ethnicity, poverty, bereavement, gender expression, or sexuality.

Bullying as a Criminal Offence

Some behaviours constitute criminal acts and may be reported to the police, including:

- Physical assault
- Theft
- Repeated harassment or intimidation Hate - motivated incidents or crimes

Our Commitment

At Junior Cub Scholars, we believe that:

- Children and young people must never experience abuse of any kind.
- We have a duty to safeguard all children and promote their welfare.

We recognise that:

- Bullying causes significant distress and can impact health, wellbeing, and development.
- All children have the right to equal protection from harm, regardless of background or identity.
- Adults must model respectful behaviour at all times.

Preventing Bullying

We will work proactively to prevent bullying by:

- Establishing a clear Code of Conduct outlining expected behaviour in person and online.
- Engaging staff, volunteers, students, and families in ongoing discussions about bullying and respectful behaviour.

- Providing training for staff and volunteers on recognising and responding to all forms of bullying, including racist, sexist, homophobic, transphobic, and sexual bullying.
- Ensuring supervision is effective at all times, including during breaks, transitions, and toilet breaks.
- Creating an environment where bullying cannot go unnoticed.

Regular Discussions Will Focus On:

- Shared responsibility for maintaining a safe environment.
- Active listening and empathy.
- Respecting differences and promoting inclusion.
- Ensuring no student is isolated or excluded.
- Problem - solving and conflict resolution.
- Reviewing the effectiveness of our anti - bullying measures.

Recognising Signs of Bullying

Possible indicators include:

- Unexplained injuries
- Lost or damaged belongings
- Frequent illness, headaches, or stomach aches
- Changes in eating habits Sleep difficulties or nightmares
- Declining academic performance
- Avoidance of social situations
- Low self - esteem or helplessness
- Self - destructive behaviours, including running away or expressing thoughts of self - harm

Responding to Bullying

Our response will consider:

- The needs of the child being bullied
- The needs of the child displaying bullying behaviour The impact on bystanders
- The wider organisational context

We avoid labelling children as “bullies” and instead focus on addressing behaviour.

Staff Responsibilities

All staff must remain vigilant and take action when bullying is suspected or reported. Students will be encouraged to speak to a trusted adult if they witness or experience bullying.

When bullying is reported, staff will:

Reassure the student

- Affirm that the situation is not their fault.
- Ensure they feel safe.

Record the incident

- Document what happened, where, when, and who was involved.
- Note any immediate actions taken.

Listen and ask what the student needs

- Explore how the situation is affecting them.
- Agree on next steps together.

Act promptly

- Speak with all students involved.
- Implement measures to prevent recurrence.
- Reinforce that bullying is unacceptable.

Provide ongoing support

- Put strategies in place to support all students involved.

Reflect and learn

- Review the incident to improve future practice.

Restorative Practice

Where appropriate, we will use restorative approaches to repair harm and rebuild relationships.

Bullying Beyond the Academy

Bullying that occurs online or outside our premises (e.g., on public transport, in local areas, or at school) will be investigated and addressed where it impacts students' safety or wellbeing at Junior Cub Scholars.

Cyberbullying and external incidents will be managed in line with this policy and our Behaviour Policy.

Diversity and Inclusion Junior Cub Scholars is committed to promoting diversity, equity, and inclusion. We will:

- Celebrate and learn about differences.
- Increase diversity within our staff, volunteers, and student community.
- Ensure new members feel welcomed and valued.