



Anti-Bullying Policy

New Level Academy is committed to providing an environment for young people that is safe, welcoming and free from bullying. Bullying of any form is unacceptable in New Level Academy, whether the offender is a learner or an adult. The victim is never responsible for being the target of bullying.

Everyone involved in New Level Academy will be made aware of our stance towards bullying. Such behaviour will not be tolerated or excused under any circumstances.

New Level Academy defines bullying as the repeated harassment of others through emotional, physical, verbal or psychological abuse. Examples of such behaviour are as follows:

Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, forcing another person to be 'left out' of a game or activity, passing notes about others or making fun of another person.

Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of violence against another person.

Verbal: Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example: spreading rumours; making fun of another person's appearance; homophobic, biphobic or transphobic (HBT) bullying.

Psychological: Behaviour likely to instil a sense of fear or anxiety in another person.

Emotional, verbal and psychological bullying can be carried out by phone or on social media, as well as in person.

Preventing Bullying Behaviour

The Head of Centre and all staff will make every effort to create a tolerant and caring environment in New Level Academy, where bullying behaviour is not acceptable. Staff will discuss the issues surrounding bullying openly, including why such behaviour will not be tolerated and what the consequences of such behaviour will be.

When learners join New Level Academy, they are required to sign a learners Conduct Agreement which includes a statement concerning zero tolerance for bullying. The school rule "Respect one another" is displayed in all areas used by learners.

Anti-bullying posters appear in learners' social areas. learners learn about strategies to prevent and respond to bullying during PSHE lessons. We employ a Mentor who engages with learners on a fortnightly basis. A learner may take this opportunity to discuss the impact of bullying on their life, or the life of someone they know.

We are aware that some learners are more likely to become bullies than others, due to their perceived strengths/weaknesses or the behaviour of those around them. We pursue early intervention with these

learners, regularly reminding them that they have a choice not to bully and can choose a different path from their poor role models.

Dealing with Bullying Behaviour

Despite all efforts to prevent it, bullying behaviour is likely to occur on occasion and New Level Academy recognises this fact.

Learners are to be made aware that they can report any bullying incidents to any member of staff.

Teaching staff can use their own strategies to prevent bullying. Staff interventions can include, but are not limited to:

- Giving the victim a 'signal' they can use to take a break from a lesson or social situation if they are being bullied
- Organising a restorative justice meeting between the two parties
- Calling in parents, carers and referral partners (of the bully and/or the victim) for a meeting
- Placing the bully on a behaviour contract or fixed-term exclusion

Bullying is a safeguarding issue, therefore teaching and support staff should log bullying incidents on the Behaviour Spreadsheet so that such behaviour can be monitored and prevented.

This policy was created on	Signed on behalf of the organisation	Reviewed date
September 2025	<i>T Springer</i>	September 2026