



The Khalsa Academy
Wolverhampton

Anti-Bullying Policy

This policy is applicable to The ONE Multi Academies Trust Schools

Document Control	
Date Approved	September 2025
Date for Review	September 2026
Authorised By	Trust Board
Published Location	Trust Website
Document Owner	CEO Delegated to: TKAW Principal

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NSPCC Whistleblowing Helpline	NSPCC	0800 028 0285	help@nspcc.org.uk
CAHMS crisis service	CAHMS	01902 444021	

If there is immediate risk of harm to a child, call the Police on 999

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1. ACADEMY CONTEXT

The ONE Multi Academies Trust (ONE MAT) and its schools caters for students whose ages range from 11 to 18. They are drawn from a broad range of social, economic, ethnic, cultural and religious backgrounds and cover the full range of abilities and needs.

2. AIMS & OBJECTIVES

All students and members of staff have the right to feel safe in school and to be protected from bullying and harassment. All schools have a legal and moral duty to take bullying seriously. We believe that challenging bullying effectively will improve the safety and happiness of students and will make it clear to bullies that the behaviour is unacceptable.

This will allow us to create a school environment in which every student can:

- be safe and feel safe
- be healthy and take responsibility for themselves and others
- appreciate and value themselves and others
- make a positive contribution to the school and wider communities in which they live
- be successful in school and beyond

3. DEFINITION OF BULLYING

Bullying is behaviour by an individual or group, **usually repeated** over time, that **intentionally hurts** another individual or group either physically or emotionally. (Department for Education)

Bullying is any form of behaviour that is deliberately intended to hurt, threaten, or frighten another person or group. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power.

Bullying can take many forms. It can be subtle or blatant. It can be:

- **Physical:** hitting, kicking, pushing, tripping, destroying property
- **Verbal:** name calling, teasing, taunting, intimidating, gossiping, humiliating
- **Silent:** isolation, rude gestures, exclusion of students from group activities
- **Online:** abusive text messages, email, use of social media, rumours or images being spread online

Anyone can be bullied

Students who suffer bullying are often perceived by others to be different. Students can be bullied for a variety of reasons:

- ethnicity, race, religion or culture
- special educational needs or disabilities (SEND) or academic ability
- physical appearance or health conditions
- sexual orientation (LGB – Lesbian, Gay, Bisexual)
- gender identity (T – Transgender)
- young carers or looked-after children or otherwise related to home circumstances
- sex or gender
- socio-economic background
- friendship group

Although there is no single indicator that a child is being bullied, there are a number of warning signs that we all need to be vigilant of:

- torn or damaged clothing, books or other property
- loss of belongings
- sudden mood swings that do not usually occur
- requests to be accompanied to and from school and between lessons
- wishing to change routines such as the journey to and from school
- appearing upset, unhappy, tearful, distressed
- suffering from psychosomatic illness, stomach / headaches etc
- physical marks: bruises, scratches or cuts
- refusing to say what is wrong
- refusing to eat
- nail biting, nervous tics, flinching

- sleep walking
- underachievement at school
- school refusal
- temper flare-ups

4. SPECIFIC FORMS OF BULLYING

Online Bullying or Cyber Bullying

Online bullying refers to the use of digital devices, particularly mobile phones, the internet and social media to deliberately to upset someone else.

Online bullying can take different forms, most often using social media sites:

- threats and intimidation
- harassment or online stalking
- vilification/defamation
- exclusion or peer rejection
- impersonation
- unauthorised publication or promotion of private information or images
- manipulation

Online bullying can differ from other forms of bullying. It can lead to the invasion of home and personal space and the audience of such bullying can be particularly widespread. There is also the difficulty in controlling electronically circulated messages and often the person doing the bullying can remain anonymous.

Racist Bullying

Racist bullying can be carried out by anyone of any ethnicity, race, colour or religion. The hallmark of racist bullying in schools is that children and young people or adults are attacked as representatives of a group or community, not as individuals.

A racist incident is any incident is perceived to be racist by the victim or any other person. Racism is something somebody does or says that offends someone else in connection with their colour, background, culture or religion.

Homophobic & Transphobic Bullying

Homophobic or Transphobic bullying is any bullying behaviour, whether physical or non-physical, that is based on a person's sexuality or gender identity. Homophobic and transphobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transgender people (LGBT).

Those who can experience homophobic bullying are:

- young people who are lesbian, gay or bisexual or are thought to be lesbian, gay or bisexual (LGB)
- young people who have gay friends or family
- young people who are transgender (who feel that their assigned gender and sex at birth conflicts with their true identity)

- young people who are different in some way – they don't act like other girls or boys

Sexual Bullying

Sexual bullying is any bullying behaviour, whether physical or non-physical, that is based on a person's sex or gender. This may be termed as sexual harassment, sexual violence or child on child abuse.

Sexual bullying can refer to:

- using sexual words to put someone down (like calling someone a 'slut')
- making threats or jokes about serious and frightening subjects like rape
- gossiping or spreading rumours about someone's sex life
- touching someone in a way that makes them feel uncomfortable
- touching parts of someone's body that they don't want to be touched
- forcing someone to act in a sexual way

5. CHALLENGING BULLYING

Bullying can be a significant concern for students that, if not sufficiently challenged, can have a negative impact on an individual's educational achievement, attendance at school, happiness, mental health, personal and social development and emotional health and wellbeing. Failure to challenge bullying effectively may also lead other students to feel less safe and threaten the safeguarding culture of the school.

We work to effectively challenge and combat bullying by:

- enabling students to feel safe in school
- creating a positive environment where all students are supported no matter what their differences
- providing students with opportunities to speak to other adults or students in school about their fears and concerns
- challenging inappropriate language
- educating students about how to treat other
- creating opportunities for students to take responsibility for themselves and for others
- enabling all students and groups of students to achieve
- raising students' self-esteem and confidence

6. SAFE SCHOOL ENVIRONMENT

We ensure that ONE MAT schools are a safe school environment for all students and staff to work in. The design of the school is open and transparent with constant remote supervision. Further monitoring is provided by the comprehensive CCTV that is in place to prevent as well as monitor incidents. All school gates are locked throughout the school day and access to school premises is only possible through the staffed Reception area. Duty points around school are monitored by staff during break and lunch times. Safeguarding information is displayed in a variety of

public areas. Students know where they can contact a member of staff in case of any problems they may have during these times.

7. UNDERSTANDING & TALKING ABOUT BULLYING

We look to maintain anti-bullying as a high-profile issue within school in order to enable both students and staff to discuss the matter in an open, mature and responsible manner. The school has a comprehensive Safeguarding and PSHCE programme that routinely addresses bullying issues and raises awareness of all types of bullying. Specific lessons focus on areas of bullying, such as online bullying, racism, homophobia, transgender issues and sexual harassment in order for students to understand consequences of bullying and know where they can find support around this issue.

Wider Equality issues are strongly promoted through the same route. The variety of cultural and religious events that are celebrated at ONE MAT schools all contribute to the celebration of diversity, equality, cohesion and inclusion at the school. The Inclusion Team also work closely with students in order to educate them around the effects of bullying with the aim of challenging and changing negative behaviours.

Each year, we promote Anti-bullying Week to highlight the detrimental effects of bullying. Students participate in a range of activities; designing and producing badges and posters, lunchtime activities, Drama performances and anti-bullying assemblies. We also routinely take small groups of students to workshops organised around the issue of bullying with a focus on the opinions of children and young people and what they feel can be done to address this. Anti-bullying information is shared with students via the digital display boards in school and the Safeguarding section of the section.

8. REPORTING, RECORDING & MONITORING INCIDENTS OF BULLYING

Students are encouraged to report any incidents of bullying and have several avenues in which to do so. They can go to their Head of Year, the Student Welfare Manager or any member of the Safeguarding Team. They can also disclose to any staff member of their choice who will inform one of the above members of staff. Students could also report bullying using safeguarding@tkaw.org, a peer mentor or buddy who can either accompany the student to report it to an adult or who will pass the information on themselves. Bullying incidents are reported to Trustees and LAB members' as part of the termly Behaviour and Attendance Report.

Responses to incidents of bullying

There are a number of routes the school can take to support the victims of bullying. These are looked at on an individual basis dependent on the severity of the bullying, the length of time the bullying continued for, the type of bullying experienced and in what form it took place. The school will take into account the wishes of the student and will give them ownership over the type of response they receive. Parents/carers will also be informed about the response the school has provided to such incidents.

In regards to 'low-level' bullying the best response is often to get the students involved in the incidents together to discuss issues and a way forward. This can usually resolve an issue quickly and calmly.

Students can be referred to a Social Skills Group which aims to increase self-esteem and self-awareness within a safe environment. The small numbers of participants in these groups ensures that students feel comfortable enough to share their own experiences and get the individual support that they need. A variety of body image workshops are also offered to support those who have experienced appearance bullying or who have low self-esteem.

Students can also be referred the Student Welfare Manager, which can focus on their feelings around the bullying and any issues they may have. If a student feels uncomfortable about talking to anybody at school, referrals can be made to outside agencies who offer the same service. The school offers a range of extra-curricular activities both at lunch time and after school, that provide the opportunity to make new friends and boost their self-esteem.

Students can also approach several different members of staff about bullying or bullying-related issues for one-to-one support; the SENCO, Student Welfare Manager or Heads of Year. The school also values communication with parents/carers in order to achieve a successful outcome when dealing with bullying issues.

9. WORKING WITH BULLIES

We have a responsibility for all students including students who bully as well as those who are bullied. Students who bully may have been the victim of bullying or other abuse and the implications of this may need investigating. They may also need intervention to change their behaviour. Bullies will be dealt with on an individual basis. Their parents/carers will be contacted to inform them of the situation and to discuss the implications of their actions.

Dependent on the situation, a student who has been found to be bullying others may be given detentions, isolation from lessons, isolation from break and lunch times, fixed term or permanent exclusions. However, alongside these sanctions a student who has been bullying others may also be referred to a Social Skills or Conflict Resolution Group to address and hopefully alter their behaviour. It may be necessary for them to receive individual counselling or even be referred to one of our partner agencies, such as Base 25, the Educational Psychology Service or the police, for extra intervention and support.

10. RELATED POLICIES & ISSUES

- Safeguarding & Child Protection Policy
- E Safety Policy
- Values and Rewards Policy (Behaviour Policy)
- Relationships and Sex Education
- Special Educational Needs and Disabilities
- Child on Child Abuse Policy

11. MONITORING & REVIEW

This policy will be updated annually by the DSL and the Principal, considering any legislative changes and the latest guidance issued by the DfE. Any changes made to this policy will be communicated to all members of staff. All members of staff are required to familiarise themselves with all processes and procedures outlined in this policy as part of their induction programme. The next scheduled review date for this policy is September 2026.

Annual approval:

The policy will be reviewed in the policy committee, ready for Trust Board Approval.