

# ALP Sittingbourne

## **Anti-bullying Policy (Students)**

April 2026





Statement:	
This statement was approved:	
This statement will be reviewed:	

# Anti-Bullying Policy

**“We are kind. We are safe. We help each other.”**



## School Statement

Everyone has the right to feel safe, be respected, and learn in a supportive environment. Our school does not tolerate bullying. We promote kindness, inclusion, and respect in everything we do.

## What is bullying?

Bullying is when someone:

- Keeps being unkind or hurtful
- Does it on purpose
- Targets the same person repeatedly
- Makes the person feel sad, scared, unsafe, or upset

## What bullying is NOT

- A one-off argument or disagreement
- Accidentally hurting someone
- Falling out with friends and then making up

## Types of bullying

### Verbal bullying

- Name-calling
- Teasing
- Hurtful comments about appearance, family, race, religion, disability, sexuality, or gender

### Social bullying

- Leaving people out on purpose
- Spreading rumours
- Encouraging others to ignore someone or gang up on them

## Physical bullying

- Pushing
- Hitting
- Kicking

## Online bullying (Cyberbullying)

- Mean messages or comments
- Sharing or posting images/videos to embarrass someone
- Fake accounts or impersonation
- Bullying in games or group chats
- Threats or harassment online
- Using edited images or AI to target someone

Online bullying is still bullying.

## Bullying and safeguarding (KS3–KS5)

In some cases, bullying can become serious and may be classed as child-on-child abuse. This can include:

- Sexual comments or unwanted touching
- Sharing sexual images
- Hate-based bullying (racist, sexist, homophobic, transphobic, disability-based)
- Serious online harassment or threats

These situations are safeguarding concerns and will be handled by the school safeguarding team.

## Zero tolerance

Our school has a zero-tolerance approach to bullying.

Bullying is never acceptable.

Some students may be more at risk, including those who:

- Have SEND or autism
- Are new to the school
- Are in care
- Are seen as different in any way

We actively look out for and support all students.

## What to do if you are being bullied

Tell someone as soon as you can. You will always be listened to.

You can talk to:

- Any teacher
- Teaching Assistants / LSAs / key adults
- School staff you trust
- Your parents or carers
- The Designated Safeguarding Lead (DSL) or Deputy DSLs
  - Jennifer Thomason
  - Claire Kelly
  - Jessica Fuller
  - Andy Booker
  - Emma Innes

You can also:

- Speak to someone directly
- Write it down
- Use a worry box (if available)
- Take screenshots if it is online

You will never get in trouble for reporting bullying.

## What to do if you see bullying

Everyone has a responsibility to help others feel safe.

You can:

- Tell the person to stop (if safe)
- Support the person being bullied
- Report it to a trusted adult
- Check in with the person being affected

## What the school will do

When bullying is reported, the school will:

- Listen carefully to everyone involved
- Act quickly to keep people safe
- Investigate what has happened
- Take steps to stop the bullying
- Support both the person affected and the person responsible
- Inform parents/carers when needed
- Keep checking that things improve

If bullying continues or is serious, stronger consequences may be used.

## How we prevent bullying

We work together to stop bullying before it starts by:

- Teaching kindness, respect, and relationships (PSHE)
- Promoting inclusion and celebrating differences
- Teaching safe online behaviour
- Using assemblies, circle time, and class discussions
- Providing trusted adults and safe spaces
- Encouraging positive behaviour and teamwork

- Supporting students with behaviour or support plans when needed

## What we expect from everyone

- Be kind and respectful
- Include others
- Use gentle words and actions
- Think before posting or sharing online
- Speak up if something feels wrong
- Support others whenever you can

## Remember

- It is never your fault if you are being bullied
- You are important
- You deserve to feel safe at school
- You are not alone

If you are worried, upset, or unsafe — tell someone. We are here to help.