



Anti Bullying Policy

Approved by: Lisa Robertson

Last reviewed on: 03/2026

Next review due: 03/2027

1. Introduction

New You Hair Academy is dedicated to establishing a secure, respectful, and inclusive environment for all students and staff. Adhering to the Department for Education (DFE) guidelines on bullying, we define it as "behaviour that intentionally harms another individual or group, either physically or emotionally, and is repeated over time." Bullying can manifest in various forms, including cyberbullying through text messages or online platforms and can be motivated by prejudice against specific groups. This policy outlines our commitment to preventing and addressing all forms of bullying.

Statutory Framework and Safeguarding Link:

This policy is written in accordance with:

- Keeping Children Safe in Education (KCSIE) 2025
- The Equality Act 2010
- The Education and Inspections Act 2006
- Working Together to Safeguard Children

Bullying may constitute a safeguarding concern, particularly where it involves:

- Sexual harassment or sexual violence
- Prejudice-based bullying
- Online abuse
- Coercive or exploitative behaviour
- Child-on-child abuse

Where bullying meets the threshold of abuse, it will be managed in line with the Safeguarding and Child Protection Policy.

2. Zero Tolerance

2.1. Bullying of any form is NOT tolerated at New You Hair Academy.

2.2 Bullying at New You Hair Academy is considered a serious breach of our Behaviour Policy and may result in significant sanctions where appropriate. However, we also recognise that many of our learners have experienced trauma, exclusion or adverse childhood experiences. Our response will therefore balance accountability with education and support.

3. Approach to Bullying

3.1. At New You Hair Academy, we treat all reports of bullying with utmost seriousness, ensuring swift and equitable resolution of individual incidents. Our primary focus is not only to address immediate concerns but also to teach and instil positive behaviours for the future.

3.2. Bullying can be motivated by actual differences or perceived differences.

Not all disagreements or conflicts constitute bullying. Bullying is defined by:

- Intentional harm
- Repetition over time
- Power imbalance

One-off incidents of unkindness will be addressed through behaviour management processes but may not meet the definition of bullying unless patterns emerge.

3.3. Bullying can take various forms, including but not limited to:

- Physical Bullying: Actions such as punching, kicking, hitting, or spitting at another person.
- Verbal Bullying: Name-calling, offensive language, and discriminatory verbal abuse.
- Exclusionary Bullying: Intentionally excluding a person or encouraging others to exclude them from discussions or activities.
- Property Damage or Theft: Deliberately damaging someone's belongings or taking personal possessions, with physical or verbal threats used to coerce the person into surrendering their property.

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- Face-to-Face or Remote Bullying: Can occur through direct interaction or remotely, such as via the internet or text messages.
- Perpetrated by Known or Unknown Individuals: Involves someone known to the recipient or an anonymous antagonist, for example, an anonymous email.
- Cyberbullying: Encompasses various forms of online communication that intimidate, control, manipulate, belittle, falsely discredit, humiliate individuals, Sharing explicit images without consent, Filming or photographing peers without permission, Image-based abuse, Fake accounts, Public humiliation online and Group messaging exclusion or targeting.
- Prejudice Based Bullying - Bullying may be motivated by prejudice relating to protected characteristics under the Equality Act 2010, including: Race, Religion or belief, Disability, Sex, Sexual orientation, Gender reassignment, Pregnancy or maternity

4. Prevention and Education

4.1. At New You Hair Academy, we foster a culture where all staff members and students are united in our collective commitment to eradicate all forms of bullying. We firmly believe that prevention and education are the most constructive and impactful approaches in eliminating bullying from our community.

5. Reporting and Response

5.1. When it comes to reporting incidents of bullying, we have established the following practices at New You Hair Academy:

- **Encouraging Easy Reporting:** We make it clear to students that they can report any form of bullying, including incidents that may have occurred outside of school, to any member of staff without fear of further bullying or discrimination. We strive to create a safe and supportive environment for reporting.
- **Serious Investigation:** Any report of bullying is treated with utmost seriousness, and a thorough investigation is conducted to gather all necessary information and evidence. All bullying reports will be logged in CPOMS (or school safeguarding system) to allow monitoring of patterns, repeat behaviour and vulnerable pupils.
- **Appropriate Sanctions:** Students found to have engaged in bullying behaviour are subject to appropriate sanctions, which may include loss of privileges, or external exclusion. The nature, severity, and context of the bullying incident are taken into account when determining the sanctions.
- **Restorative Justice Approach:** Perpetrators of bullying are given the opportunity to take responsibility for their actions through a restorative justice approach. This process helps them understand the impact of their behaviour on others, take steps to repair the harm caused, and prevent any future repetition. Restorative processes will only be used where appropriate and where the victim feels safe. Restorative approaches will never replace safeguarding action where abuse thresholds are met.
- **Collaboration with Parents/Carers:** We work closely with the parents/carers of the bullying perpetrators, keeping them informed about the investigation's outcome and involving them in the resolution process.

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- Support for Victims: Victims of bullying receive support, including assigning them a designated adult as their primary point of contact for expressing ongoing concerns. If necessary, external agencies such as counsellors may be engaged to provide additional assistance.
- Thorough Documentation: All instances of bullying are recorded in accordance with our Behaviour policy. This helps to identify patterns and enables us to respond effectively to address and prevent further incidents.

The safeguarding team will review bullying data termly to identify patterns relating to:

- Individuals
- Groups
- Protected characteristics
- Locations
- Online platforms

Where patterns are identified, targeted intervention plans will be implemented.

6. Governor Oversight:

6.1 The Governing Body will receive anonymised termly reports on bullying incidents, trends and interventions to ensure the effectiveness of this policy.

7. Incidents Outside of School

7.1. Where bullying occurs outside school, including online or during travel, and it impacts the wellbeing or safety of students within school, New You Hair Academy will investigate and take appropriate action. This may include behaviour sanctions, safeguarding referral or police involvement where required.

8. Staff Responsibility

8.1 All staff are responsible for:

- Modelling respectful behaviour
- Challenging discriminatory language immediately
- Recording concerns promptly
- Following safeguarding procedures
- Promoting inclusive values

Failure to address bullying appropriately may be considered a professional conduct issue.

Appendix 1

A

Abro (sexual and romantic)

A word used to describe people who have a fluid sexual and/or romantic orientation which changes over time, or the course of their life. They may use different terms to describe themselves over time.

Ace

An umbrella term used specifically to describe a lack of, varying, or occasional experiences of sexual attraction. This encompasses asexual people as well as those who identify as demisexual and grey-sexual. Ace people who experience romantic attraction or occasional sexual attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their romantic or sexual attraction.

Ace and aro/ace and aro spectrum

Umbrella terms used to describe the wide group of people who experience a lack of, varying, or occasional experiences of romantic and/or sexual attraction, including a lack of attraction. People who identify under these umbrella terms may describe themselves using one or more of a wide variety of terms, including, but not limited to, asexual, ace, aromantic, aro, demi, grey, and abro. People may also use terms such as gay, bi, lesbian, straight and queer in conjunction with ace and aro to explain the direction of romantic or sexual attraction if and when they experience it.

Allo (sexual and romantic)

All people experience sexual and romantic attraction, and do not identify as on the ace or aro spectrum. All is to ace and aro spectrum identities, as straight is to LGB+ spectrum identities. It is important to use words that equalise experience, otherwise the opposite to ace and aro becomes 'normal' which is stigmatising.

Aro

An umbrella term used specifically to describe a lack of, varying, or occasional experiences of romantic attraction. This encompasses aromantic people as well as those who identify as demiromantic and grey-romantic. Aro people who experience sexual attraction or occasional romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their attraction.

Aromantic

A person who does not experience romantic attraction. Some aromantic people experience sexual attraction, while others do not. Aromantic people who experience sexual attraction or occasional romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their attraction.

Asexual

A person who does not experience sexual attraction. Some asexual people experience romantic attraction, while others do not. Asexual people who experience romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their romantic attraction.

Ally

A (typically) straight and/or cis person who supports members of the LGBT community.

B**Bi**

Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender.

Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.

Biphobia

The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.

Butch

Butch is a term used in LBT culture to describe someone who expresses themselves in a typically masculine way.

There are other identities within the scope of butch, such as 'soft butch' and 'stone butch'. You shouldn't use these terms about someone unless you know they identify with them.

C**Cisgender or Cis**

Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

Coming out

When a person first tells someone/others about their orientation and/or gender identity.

D

Deadnaming

Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.

Demi (sexual and romantic)

An umbrella term used to describe people who may only feel sexually or romantically attracted to people with whom they have formed an emotional bond. People may also use terms such as gay, bi, lesbian, straight and queer in conjunction with demi to explain the direction of romantic or sexual attraction as they experience it.

F

Femme

Femme is a term used in LGBT culture to describe someone who expresses themselves in a typically feminine way.

There are other identities within the scope of femme, such as 'low femme', 'high femme', and 'hard femme'. You shouldn't use these terms about someone unless you know they identify with them.

G

Gay

Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

Gender

Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.

Gender dysphoria

Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity.

This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth.

Gender expression

How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.

Gender identity

A person's innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

Gender reassignment

Another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.

Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved code of practice. It is a term of much contention and is one that Stonewall's [Trans Advisory Group](#) feels should be reviewed.

Gender Recognition Certificate (GRC)

This enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC and you currently have to be over 18 to apply.

You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport.

Gillick competence

A term used in medical law to decide whether a child (under 16 years of age) is able to consent to their own medical treatment, without the need for parental permission or knowledge.

Grey (sexual and romantic)

Also known as grey-A, this is an umbrella term which describes people who experience attraction occasionally, rarely, or only under certain conditions. People may also use terms such as gay, bi, lesbian, straight and queer in conjunction with grey to explain the direction of romantic or sexual attraction as they experience it.

H

Heterosexual/straight

Refers to a man who has a romantic and/or sexual orientation towards women or to a woman who has a romantic and/or sexual orientation towards men.

Homosexual

This might be considered a more medical term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used.

Homophobia

The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

I**Intersex**

A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female.

Intersex people may identify as male, female or non-binary.

L

Lesbian

Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.

Lesbophobia

The fear or dislike of someone because they are or are perceived to be a lesbian.

LGBTQ+

The acronym for lesbian, gay, bi, trans, queer, questioning and ace.

N**Non-binary**

An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

O**Orientation**

Orientation is an umbrella term describing a person's attraction to other people. This attraction may be sexual (sexual orientation) and/or romantic (romantic orientation). These terms refers to a person's sense of identity based on their attractions, or lack thereof.

Orientations include, but are not limited to, lesbian, gay, bi, ace and straight.

Outed

When a lesbian, gay, bi or trans person's sexual orientation or gender identity is disclosed to someone else without their consent.

P

Person with a trans history

Someone who identifies as male or female or a man or woman, but was assigned the opposite sex at birth. This is increasingly used by people to acknowledge a trans past.

Pan

Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.

Passing

If someone is regarded, at a glance, to be a cisgender man or cisgender woman.

Cisgender refers to someone whose gender identity matches the sex they were 'assigned' at birth. This might include physical gender cues (hair or clothing) and/or behaviour which is historically or culturally associated with a particular gender.

Platonic partnerships

People who are on the ace and/or aro spectrum may have platonic partnerships. These are relationships where there is a high level of mutual commitment which can include shared life decisions, shared living arrangements, and co-parenting of children. These partnerships can include more than two people. Like allosexual and alloromantic people, ace and aro spectrum people may be monogamous or polyamorous.

Pronoun

Words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir.

Q

Queer

Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community (racism, sizeism, ableism etc). Although some LGBT people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it.

Questioning

The process of exploring your own sexual orientation and/or gender identity.

R

Romantic orientation

A person's romantic attraction to other people, or lack thereof. Along with sexual orientation, this forms a person's orientation identity.

Stonewall uses the term 'orientation' as an umbrella term covering sexual and romantic orientations.

S

Sex

Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.

Sexual orientation

A person's sexual attraction to other people, or lack thereof. Along with romantic orientation, this forms a person's orientation identity.

Stonewall uses the term 'orientation' as an umbrella term covering sexual and romantic orientations.

Spectrum

A term used to cover a variety of identities that have a root commonality or shared experience.

T

Trans

An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

Transgender man

A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male.

Transgender woman

A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female.

Transitioning

The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this.

Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.

Transphobia

The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.

Transsexual

This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

This term is still used by some although many people prefer the term trans or transgender.

U

Undetectable

HIV medication (antiretroviral treatment, or ART) works by reducing the amount of the virus in the blood to undetectable levels. This means the levels of HIV are so low that the virus cannot be passed on. This is called having an undetectable viral load or being undetectable.