



Anti-Bullying Policy

SEASON X • 2026/2027

Document	Policy	Effective	September 2026
Owner	Black Ice Academy Directors	Review	September 2027

Black Ice Academy is committed to an environment where every child can participate without bullying, harassment, discrimination or intimidation. Bullying may be repeated behaviour or a serious single incident, and may occur in person or online.

Bullying may include

- Physical behaviour such as hitting, pushing, kicking, pinching, damaging belongings or unwanted physical contact.
- Verbal or emotional behaviour such as name-calling, threats, rumours, ridicule, humiliation, persistent teasing, deliberate exclusion or coercion.
- Discriminatory bullying related to disability, race, religion or belief, sex, sexual orientation, gender reassignment or another characteristic or perceived difference.
- Sexual harassment, sexual comments, unwanted sexualised behaviour or sharing sexualised content.
- Cyberbullying through messages, group chats, images, videos, social media, gaming or other digital platforms.
- Hazing, initiation-type behaviour or using status within a team to control, embarrass or harm another athlete.

Reporting and response

1. Report concerns to Kathryn Thompson, Victoria Worley or any trusted BIA coach. A child does not need to confront the person involved before asking for help.
2. The receiving adult will listen, record the concern and consider immediate safety measures.
3. Where the concern may involve abuse, significant harm, sexual violence/harassment, a crime or an adult in a position of trust, BIA will follow the Safeguarding Policy and seek advice from the appropriate statutory agency. It will not be treated only as a bullying complaint.
4. For bullying that does not require a statutory safeguarding response, BIA will gather relevant information fairly, speak separately to those involved where appropriate, inform parents/carers when suitable, and agree proportionate actions and support.
5. BIA will not require a child to meet, mediate with or apologise to another person where this would be unsafe, unwanted or inappropriate.
6. Actions will be reviewed to ensure the bullying has stopped and that no retaliation occurs.

Support and records

The child affected will be supported and kept informed in an age-appropriate way. A child who has bullied others will also be supported to change their behaviour, alongside proportionate consequences. Records will be kept securely and shared only where necessary.



Legal and guidance framework

This document should be read alongside Black Ice Academy's other safeguarding and safety procedures. It is aligned to the following legislation and guidance current at September 2026:

- Working Together to Safeguard Children 2026
- Equality Act 2010
- Black Ice Academy Safeguarding and Child Protection Policy

Approval and review

Approved by

Kathryn Thompson and Victoria Worley, Directors

Effective from

September 2026

Next scheduled review

September 2027

Earlier review

Following a serious incident, material legal/guidance change, or significant change to academy operations