

Mending Lines Alternative Provision

Anti-Bullying Policy

1. Statement of Intent

We are committed to creating a safe, supportive, and inclusive environment where bullying is not tolerated. We recognise that bullying can have a profound and lasting impact on a young person's well-being, mental health, and ability to learn.

This policy outlines our commitment to preventing, identifying, and responding to all forms of bullying. We adopt a therapeutic and restorative approach that focuses on empathy, accountability, and positive change, recognising that pupils may have experienced bullying or engaged in it themselves.

This policy aligns with statutory guidance from the Department for Education and our responsibilities under the Equality Act 2010.

2. Definition of Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where there is an imbalance of power.

Bullying can take many forms, including:

- **Physical:** Punching, kicking, hitting, pushing, or other forms of physical harm.
- **Verbal:** Name-calling, taunting, making threats, or spreading rumours.
- **Emotional/Relational:** Excluding someone, spreading malicious gossip, or manipulating social relationships.
- **Cyberbullying:** Using technology (social media, messaging, online gaming, etc.) to harass or intimidate.

Bullying may also be motivated by prejudice relating to a person's race, religion, sexual orientation, gender identity, disability, or special educational needs. Such cases will be treated with seriousness.



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3. Roles and Responsibilities

Head of Provision

- Responsible for ensuring the policy is implemented effectively and regularly reviewed.

All

Staff

All staff must:

- Foster a culture where bullying is not tolerated.
- Remain vigilant for signs of bullying.
- Take all reports of bullying seriously.
- Report suspected or actual bullying to the Designated Safeguarding Lead (DSL) or Head of Provision immediately.

Safeguarding Escalation – Head of Provision/DSL

- In any situation where the Head of Provision is also the Designated Safeguarding Lead (DSL), staff must report safeguarding concerns involving the Head of Provision directly to:
 - The nominated Deputy DSL (if appointed), or
 - The organisation's safeguarding Director/Trustee, or
 - The Local Authority Designated Officer (LADO).
- Contact details for all escalation points are provided to staff in safeguarding guidance documents.

Pupils

- Pupils are encouraged to report bullying they experience or witness. They will be informed of trusted staff members to approach and assured that their concerns will be listened to and addressed.

Parents/Carers

- We work in partnership with parents/carers to address bullying. They are expected to support this policy and work with us to resolve issues.



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4. Prevention of Bullying

We take a proactive approach to prevent bullying through:

- **Building Positive Relationships:** Encouraging trust and mutual respect among pupils and between staff and pupils.
- **Promoting Social and Emotional Skills:** Including activities that teach empathy, respect, emotional regulation, and resilience.
- **Creating a Safe Environment:** Ensuring the physical and emotional safety of all pupils through clear behaviour expectations and restorative practices.

Sessions primarily take place outdoors, but in adverse weather an appropriate indoor learning space (e.g. hired facility or designated sessional space) may be used. These spaces will always be risk assessed to ensure suitability and safeguarding requirements are met.

5. Responding to Bullying

When bullying is reported, we follow a clear and consistent process:

Immediate Action

- Staff intervene immediately to stop bullying behaviour.

Reporting

- All incidents are reported to a senior staff member and the DSL.

Investigation

- A thorough investigation is conducted, involving all pupils and witnesses. This process is supportive, fair, and non-judgemental.

Intervention

Actions taken may include:



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- **Restorative Practice:** Facilitating a dialogue between those involved to understand the impact of actions and agree on solutions.
- **Individual Support:** Providing tailored support to both the bullied pupil and the pupil who engaged in bullying.
- **Parental Communication:** Informing parents/carers of all parties and seeking cooperation.
- **Consequences:** Applying proportionate consequences for unacceptable behaviour, which may include removal from activities or loss of privileges.

6. Monitoring and Review

The Head of Provision maintains a central record of all bullying incidents. Data is analysed regularly to:

- Identify patterns
- Evaluate the effectiveness of strategies
- Inform future prevention work

Patterns or concerns that indicate wider safeguarding risks will be shared with the DSL and, where appropriate, escalated in line with the Safeguarding and Child Protection Policy.

This policy will be reviewed annually and shared with staff, pupils, and parents/carers.

