



Anti-Bullying Policy: Swallow Grange Alternative Provision (AP)

1. Introduction

Swallow Grange Alternative Provision is committed to providing a safe, nurturing, and inclusive environment where all students feel valued, respected, and free from the fear of bullying. We recognise that our students, aged 4–11, have unique Social, Emotional, and Mental Health (SEMH) needs, and may be particularly vulnerable to, or exhibit, bullying behaviours. This policy outlines our proactive approach to preventing bullying, and our clear procedures for responding effectively when it occurs.

We believe that bullying is unacceptable and will not be tolerated in any form. Our aim is to foster a culture of kindness, empathy, and mutual respect, empowering students to develop positive relationships and self-regulation skills.

2. Definition of Bullying

Bullying is defined as repeated behaviour that is intended to hurt someone either physically or emotionally and is often perpetrated by an individual or group who hold more power (either real or perceived) than the victim.

It can take many forms, including but not limited to:

- . Physical Bullying: Hitting, kicking, pushing, tripping, spitting, stealing or damaging possessions.**
- . Verbal Bullying: Name-calling, taunting, insulting, racist, sexist, homophobic, biphobia, or transphobic remarks, making threats.**
- . Emotional/Psychological Bullying: Excluding, isolating, spreading rumours, ignoring, gossiping, intimidating, threatening gestures, manipulating friendships.**
- . Online/Cyberbullying: Sending hurtful or threatening messages, images, or videos via digital platforms (e.g., social media, messaging apps), sharing private information without consent, impersonation.**
- . Discriminatory Bullying: Targeting someone due to their race, religion, gender, sexual orientation, disability, SEND, appearance, or any other protected characteristic.**

Single incidents of unkindness or aggression are not defined as bullying but will always be addressed seriously under our behaviour policy.

3. Our Approach to Bullying at Swallow Grange AP

Given the unique needs of our students, our approach to anti-bullying is multifaceted and integrated into our therapeutic and educational provision:

- . Proactive Education:**
 - Through our PSHE (Personal, Social, Health and Economic) curriculum, therapeutic interventions, and daily interactions, we teach students about positive relationships, empathy, respect, and the impact of their actions on others. ○ We promote awareness of different types of bullying and how to report it. ○ We teach emotional literacy and strategies for managing strong feelings without resorting to aggressive or hurtful behaviours.**
- . Positive Behaviour Support: Our behaviour policy focuses on teaching expected behaviours, de-escalation, and restorative approaches to repair harm and rebuild relationships. This underpins our anti-bullying work.**
- . Therapeutic Environment: We maintain a calm, predictable, and supportive environment where students feel safe to express themselves and seek help from trusted adults.**
- . Staff Training: All staff receive regular training on SEMH needs, positive behaviour management, de-escalation techniques, and identifying and responding to bullying behaviours effectively.**
- . Parental Partnership: We work closely with parents/carers to understand a child's needs and support consistent strategies between home and school.**
- . Early Intervention: We aim to identify and address potential bullying behaviours or vulnerabilities at the earliest opportunity.**
- . Restorative Justice: Where appropriate, we will use restorative approaches to help students understand the impact of their actions, take responsibility, and repair harm, fostering empathy and reconciliation.**

4. Roles and Responsibilities

- . The Governing Body: Responsible for ensuring the policy is in place and regularly reviewed, and that the school environment is safe.**
- . Head of Provision/Designated Safeguarding Lead (DSL): Overall responsibility for the implementation of this policy, ensuring staff**

training, managing serious incidents, and liaising with external agencies where necessary.

- . All Staff (Teaching, Support, Admin):**
 - **To be vigilant and actively watch for signs of bullying.**
 - **To intervene immediately and safely in any bullying incident.**
 - **To listen carefully to students who report bullying.** ○ **To record all incidents thoroughly and accurately, following school procedures.**
 - **To model positive, respectful behaviour.**
 - **To promote a positive and inclusive ethos.**
- . Students:**
 - **To treat others with respect and kindness.**
 - **To understand what bullying is and that it is wrong.** ○ **To report bullying if it happens to them or someone they know (tell an adult).**
 - **To not be a bystander – to report or challenge bullying safely.**
- . Parents/Carers:**
 - **To support the school's anti-bullying policy.** ○ **To report any concerns about bullying involving their child to the school promptly.**
 - **To work in partnership with the school to resolve bullying issues.** ○ **To reinforce positive social behaviours at home.**

5. Responding to Bullying Incidents

Any concerns or reports of bullying will be taken seriously and investigated promptly.

5.1. Procedures for Staff When Bullying is Reported/Witnessed:

- 1. Immediate Intervention: Staff must intervene immediately and safely to stop any bullying behaviour.**
- 2. Ensure Safety: Ensure the safety of all children involved. Separate the children if necessary.**
- 3. Listen and Reassure: Listen carefully and calmly to all parties involved, reassuring the victim and encouraging them to speak openly. Emphasise that reporting bullying is the right thing to do.**
- 4. Record: Accurately record the incident, including:** ○ **Date, time, location.** ○ **Names of all involved (victim, bully, witnesses).** ○ **Detailed description of what happened.** ○ **Action taken by staff.** ○ **Any injuries or damage.**
 - **Any previous incidents involving these individuals.**

5. **Inform Senior Staff:** Inform a member of the Senior Leadership Team (SLT) / Head of Provision / DSL as soon as possible.
6. **Investigation:** The SLT will lead or oversee a thorough investigation, gathering all relevant information and perspectives. This may involve speaking to other students, staff, and reviewing CCTV if available.
7. **Support for the Victim:** Provide immediate and ongoing support to the student who has been bullied. This may include:
 - Reassurance and emotional support.
 - Strategies for building resilience and confidence.
 - Monitoring their well-being and friendships.
 - Access to therapeutic support if required.
8. **Addressing the Bully:**
 - Explain clearly why their behaviour was unacceptable and its impact on the victim.
 - Help them understand the feelings of the person they have bullied.
 - Implement consequences in line with the school's Behaviour Policy. Consequences will be proportionate and educational, aiming to teach responsibility and prevent reoccurrence.
 - Provide support to help them change their behaviour (e.g., social skills teaching, anger management strategies, therapeutic support).
 - Monitor their behaviour closely.
9. **Communication with Parents/Carers:**
 - **Victim's Parents/Carers:** Will be informed promptly about the incident, the investigation, and the support being provided to their child.
 - **Bully's Parents/Carers:** Will be informed about their child's involvement in a bullying incident, the behaviours displayed, the actions taken by the school, and strategies to support their child in making positive changes.
 - Parents/carers will be kept informed of the outcomes of the investigation and ongoing actions, while respecting the confidentiality of other students.
10. **Follow-Up and Monitoring:** All bullying incidents will be followed up to ensure the behaviour has stopped and that all students involved are supported. This includes regular check-ins with the victim and monitoring the behaviour of the bully.

5.2. Dealing with Persistent Bullying:

If bullying is persistent or severe, or if the initial interventions are unsuccessful, additional measures will be taken, which may include:

- **Increased monitoring and supervision.**
- **Targeted therapeutic interventions for all involved.**
- **Involvement of external agencies (e.g., CAMHS, Social Care) if there are underlying safeguarding concerns.**
- **Implementation of formal behaviour plans.**

- **Consideration of formal disciplinary actions in line with the school's Behaviour Policy, up to and including internal exclusion, and in very rare and extreme circumstances, if all other strategies have failed and a student's safety is compromised, discussion with the LA regarding the suitability of the placement.**

6. Cyberbullying

Given the young age of our students, direct individual access to devices for cyberbullying is limited during the school day. However, we recognise that cyberbullying can occur outside of school hours and impact students within the school environment.

- **We educate students on safe online behaviour and digital citizenship.**
- **We advise parents/carers on monitoring their child's online activity.**
- **If cyberbullying occurs outside school but impacts a student's well-being or behaviour within school, it will be treated with the same seriousness as other forms of bullying. We will support the victim and address the behaviour of the perpetrator as per this policy. We may advise parents/carers to contact relevant external agencies or police if the behaviour is illegal or severe.**

7. Confidentiality

All reports of bullying will be handled with discretion and sensitivity. Information will only be shared with those who need to know in order to investigate and address the bullying effectively, ensuring the safety and well-being of all students.

8. Policy Review

This Anti-Bullying Policy will be reviewed annually by the Governing Body of Swallow Grange AP, or sooner, if necessary, in response to new legislation, guidance, or school experience.

Policy Ratified by: Jayne Chudley (Managing Director) and Head Of Provision (Head Teacher) Date of Ratification: 1st July 2025 Date of Next Review: 1st July 2026
