



Swallow Grange Alternative Provision

Anti-Bullying Policy

Policy Owner: Head of Provision

Approved By: Footsteps to Futures Education Ltd

Date Approved: June 2026

Review Frequency: Annually

Next Review: June 2027

1. Statement of Intent

At Swallow Grange Alternative Provision we are committed to creating a safe, caring, respectful and inclusive environment where every pupil feels valued, supported and protected.

We recognise that pupils with Special Educational Needs and Disabilities (SEND), Autism and Social, Emotional and Mental Health (SEMH) needs may be more vulnerable to bullying and may also experience difficulties recognising, reporting or understanding bullying behaviour.

Bullying of any kind is unacceptable and will always be taken seriously.

We are committed to:

- Promoting kindness, empathy and respect.
- Preventing bullying wherever possible.
- Responding quickly and effectively to concerns.
- Supporting both the victim and the child displaying bullying behaviour.
- Working closely with families and professionals to resolve concerns.

This policy should be read alongside the Behaviour Policy, Safeguarding and Child Protection Policy, Online Safety Policy, Equality Policy and SEND Policy.

2. Legal Framework

This policy is based on:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989 and 2004
- Keeping Children Safe in Education (KCSIE)
- Prevent Duty Guidance
- DfE Guidance: *Preventing and Tackling Bullying*
- DfE Guidance: *Cyberbullying Advice for Headteachers and School Staff*

3. Definition of Bullying

Bullying is:

"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."

Bullying differs from occasional disagreements or one-off incidents.

The key features are:

- Deliberate
- Repeated
- Intended to cause harm
- Involves an imbalance of power

4. Types of Bullying

Bullying may include:

Physical

- Hitting
- Kicking
- Pushing
- Damaging belongings
- Throwing objects

Verbal

- Name-calling
- Threats
- Insults
- Offensive language
- Teasing

Emotional

- Intimidation
- Exclusion
- Humiliation
- Manipulation
- Spreading rumours

Racist Bullying

Bullying because of:

- Race
- Nationality
- Ethnicity
- Culture

Disability or SEND-related Bullying

Including bullying linked to:

- Autism
- ADHD
- Learning difficulties
- Physical disabilities
- Medical conditions
- Communication needs

Homophobic, Biphobic and Transphobic (HBT) Bullying

Bullying based upon:

- Sexual orientation
- Gender identity
- Perceived differences

Religious Bullying

Bullying because of faith or beliefs.

Online (Cyber) Bullying

Including:

- Social media
- Gaming platforms
- Messaging apps
- Text messages
- Sharing images
- Fake accounts
- Group chats

Although much online bullying occurs outside school hours, Swallow Grange will investigate where it impacts a pupil's wellbeing or education.

5. Bullying of Pupils with SEND

As a specialist alternative provision, we understand that behaviours may arise from communication difficulties, emotional dysregulation or unmet needs.

Staff carefully consider whether behaviour represents:

- Bullying
- Conflict
- Dysregulation
- Misunderstanding
- Social communication difficulties

Appropriate support will always be provided while ensuring victims remain safe.

6. Preventing Bullying

We actively promote positive relationships through:

- A nurturing, trauma-informed approach.
- Therapeutic support.
- PSHE education.
- Emotional literacy.
- Restorative conversations.
- Positive behaviour support.
- Small class sizes.
- High staff-to-pupil ratios.
- Close supervision.
- Forest School.
- Positive role modelling.
- Celebration of diversity.
- Anti-bullying awareness activities.

7. Recognising Bullying

Possible indicators include:

- Anxiety
- Refusal to attend
- Changes in behaviour
- Withdrawal
- Distress
- Damaged belongings
- Reduced confidence
- Self-harm concerns
- Changes in attendance
- Increased dysregulation

All concerns will be taken seriously.

8. Reporting Bullying

Pupils can report concerns to:

- Any trusted member of staff
- Their class teacher
- The Head of Provision
- The SENDCo
- A Teaching Assistant

Parents and carers are encouraged to report concerns immediately.

All staff have a responsibility to act.

9. Responding to Bullying

Where bullying is suspected staff will:

- Listen carefully to everyone involved.
- Record concerns on CPOMS.
- Investigate promptly.
- Speak to witnesses.
- Inform the Head of Provision.
- Contact parents where appropriate.
- Assess safeguarding risks.
- Put immediate protective measures in place.

Depending upon the circumstances this may include:

- Increased supervision.
- Restorative meetings.
- Behaviour support plans.
- Risk assessments.
- Individual interventions.
- Therapeutic support.
- Referral to external agencies.

Serious incidents may require involvement of Children's Social Care or the Police.

10. Supporting the Victim

Support may include:

- Regular wellbeing check-ins.
- Emotional regulation support.
- Therapeutic intervention.
- Safe spaces.
- Additional supervision.
- Individual support plans.
- Family meetings.
- Ongoing monitoring.

11. Supporting the Child Displaying Bullying Behaviour

Our aim is to educate as well as protect.

Support may include:

- Restorative work.
- Emotional literacy interventions.
- Behaviour support.
- Social skills development.
- Therapeutic input.
- Positive behaviour strategies.
- Individual targets.
- Family support.

Consequences will always be proportionate and appropriate to pupils' SEND and SEMH needs.

12. Online Safety and Cyberbullying

Swallow Grange recognises that cyberbullying can have significant emotional consequences.

Staff will:

- Educate pupils about online safety.

- Teach safe use of technology.
- Investigate concerns.
- Work with parents.
- Report criminal behaviour where necessary.

Use of personal mobile phones by pupils is not permitted during the school day unless specifically authorised.

13. Recording Incidents

All bullying concerns will be recorded using CPOMS.

Records will include:

- Date
- Individuals involved
- Nature of concern
- Investigation
- Actions taken
- Outcome
- Parent communication
- Follow-up arrangements

Patterns will be monitored by the Senior Leadership Team.

14. Equality

Bullying motivated by protected characteristics under the Equality Act 2010 will always be treated as a serious matter.

Protected characteristics include:

- Disability
- Race
- Religion or belief
- Sex
- Sexual orientation
- Gender reassignment

15. Roles and Responsibilities

Proprietor

Will ensure:

- Appropriate policies are in place.
- Bullying incidents are monitored.
- Resources are available to support implementation.

Head of Provision

Will:

- Lead investigations.
- Monitor trends.
- Ensure staff training.
- Support families.
- Review practice.

Staff

Will:

- Promote positive relationships.
- Challenge inappropriate behaviour.
- Report concerns immediately.
- Record incidents on CPOMS.
- Support pupils effectively.

Parents and Carers

Will:

- Report concerns promptly.
- Work in partnership with the school.
- Support agreed strategies.

16. Monitoring and Review

The effectiveness of this policy will be monitored through:

- CPOMS data.
- Pupil voice.
- Parent feedback.
- Behaviour monitoring.
- Safeguarding reviews.
- Staff feedback.
- Governor oversight where appropriate.

The policy will be reviewed annually or sooner following significant incidents or legislative changes.

17. Linked Policies

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Online Safety Policy
- SEND Policy
- Equality Policy
- Positive Handling Policy
- Complaints Policy

Approval

Approved by: Jayne Chudley

Position: Managing Director

Date: June 2026

Next Review: June 2027