



ALTERNATIVE PROVISION

Anti-Bullying Policy

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Approved by: [RAISE-AP Educational Directors](#)

Approval Signatures

*RAISE-AP
Directors*

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Policy Statement

At **RAISE-AP** we are committed to providing a safe, nurturing, and inclusive environment where all pupils feel valued and respected. Bullying of any kind is unacceptable and will not be tolerated. Every member of our school community has the right to learn and work free from fear, and the responsibility to support and promote positive relationships.

Aims and Objectives

- To prevent bullying through a whole-school approach that promotes kindness, respect, and empathy.
- To ensure all pupils, staff, and parents understand what bullying is and how to report concerns.
- To respond promptly and effectively to all incidents of bullying.
- To support both the victim and the perpetrator to resolve issues and restore relationships where possible.
- To foster a culture where pupils feel confident to report bullying without fear of retaliation.

Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another person physically or emotionally. It can take many forms, including:

- **Physical:** hitting, kicking, pushing, damaging property.
- **Verbal:** name-calling, teasing, threats, offensive remarks.
- **Social / Relational:** excluding others, spreading rumours, manipulation of friendships.
- **Cyberbullying:** harmful messages, online abuse, impersonation, sharing of private information/images without consent.
- **Prejudice-based:** bullying related to race, religion, disability, gender, sexuality, or appearance.

Roles and Responsibilities

Senior Leadership Team (SLT):

- Ensure the policy is implemented consistently and reviewed annually.
- Monitor patterns of bullying through behaviour logs and pupil voice.
- Report to governors on bullying incidents and trends.

All Staff:

- Model respectful behaviour and set clear expectations.
- Listen to pupils' concerns and take all reports seriously.
- Record and report bullying incidents in line with safeguarding procedures.
- Work with colleagues, parents, and pupils to resolve incidents.

Pupils:

- Treat others with kindness and respect.
- Report bullying if they see or experience it, either to staff or through the school's reporting systems.
- Support their peers who may be experiencing bullying.

Parents / Carers:

- Encourage children to report bullying.
- Inform the school promptly of concerns.
- Work with staff to support a resolution.

Prevention Strategies

We actively promote an anti-bullying culture through:

- A curriculum that develops empathy, resilience, and respect.
- Clear school rules and behaviour expectations.
- Pupil voice groups and peer mentoring systems.
- Awareness weeks, workshops, and themed campaigns (e.g. Anti-Bullying Week).
- Safe spaces and trusted adults for pupils to talk to.

Responding to Bullying

When bullying is reported, staff will:

1. Listen carefully and reassure the pupil.
2. Record the concern on the school safeguarding/behaviour system.
3. Investigate the incident fully.
4. Take appropriate action, which may include:
 - a. Support for the victim (check-ins, pastoral care, safe space).
 - b. Interventions with the perpetrator (restorative conversations, behaviour plan, sanctions where necessary).
 - c. Mediation where appropriate.
 - d. Involvement of parents/carers for all parties.
 - e. Referral to external agencies if needed.

Monitoring and Review

- All bullying incidents are logged and monitored by the Designated Safeguarding Lead (DSL).
- Patterns and trends are reviewed termly by SLT and reported to governors.
- The policy is reviewed annually with input from staff, pupils, governors, and parents.

Raise Values

Our **RAISE-AP values** (Resolve, Attitude, Invest, Social Skills and Education) are key in everything we do, specifically with attitudes (modelling and expectations) and social skills (becoming part of a community) which are linked to our anti-bullying policy.

Student Poster

ANTI-BULLYING PROMISE

What is Bullying?
Bullying is when someone hurts another person on purpose and keeps doing it.

		
Physical	Verbal	Social
		
Online		Prejudice-based

What Will Happen Next

- Adults will listen to you and take it seriously
- They will record what happened and investigate
- They will help stop the bullying and support you
- The person bullying will be spoken to and helped to change their behaviour

What To Do If You Are Being Bullied

- Tell a teacher, teaching assistant or another adult you trust
- Talk to your parents or carers
- Use the school's worry box / online reporting tool (if your school has one)
- Tell a friend—friends can help you speak up

Our School Rules About Bullying

- We treat everyone with kindness and respect
- We speak up if we see bullying happening
- We include others and make sure no one feels left out
- We celebrate differences and support each other

Remember, bullying is never your fault and will not be tolerated.

Links to Other Policies

This policy should be read alongside:

- Anti-Bullying (Student) Policy
- Safeguarding and Child Protection Policy
- Behaviour Policy
- Online Safety Policy
- Equality, Diversity and Inclusion Policy
