

Anti-bullying policy for Alt-Ed Lincs 2025

1 Introduction

This anti-bullying policy is designed to promote a safe and inclusive environment for all students within our Alternative provision in the UK. It aims to prevent and address incidents of bullying, ensuring that every student feels respected and supported.

2 Definition of Bullying

Bullying is defined as any deliberate and repeated behavior with the intent to hurt or harm another person physically, verbally, or emotionally. It can be direct, such as physical attacks or verbal abuse, or indirect, including exclusion, spreading rumors, or cyberbullying.

3 Reporting Bullying

Students, staff, and parents should report any incidents of bullying they witness or experience.

1. If a student witnesses or experiences bullying, they should inform a trusted staff member immediately, either in person or through a designated reporting system.
2. Staff members who receive a report of bullying should respond promptly, providing support to the victim and taking appropriate action to address the situation.
3. Parents or guardians are encouraged to report any incidents of bullying that their child may have experienced to the school administration.

4 Investigation and Response

All reported incidents of bullying will be thoroughly investigated to determine the facts and take appropriate action.

1. The designated staff member responsible for handling bullying incidents will gather information from all parties involved, including witnesses.
2. The investigation will be conducted in a fair and impartial manner, respecting the privacy of all individuals involved.
3. Based on the investigation findings, appropriate disciplinary measures will be taken against the perpetrator, considering the severity of the offense and any previous incidents.

5 Support for Victims and Witnesses

Victims of bullying and witnesses are provided with appropriate support and resources to ensure their well-being.

1. Victims will receive emotional support from designated staff members or counselors, providing a safe space for them to express their feelings and concerns.
2. The school will work with the victim's parents or guardians to develop a support plan tailored to their specific needs.
3. Witnesses of bullying will be encouraged to come forward and may receive support if needed.

6 Preventative Measures

We are committed to preventing bullying through proactive measures and fostering a positive school culture.

1. Regular educational programs and workshops will be conducted to raise awareness about bullying, its impact, and strategies to prevent it.
2. The school will provide training for staff members to recognize and respond to bullying effectively.
3. Students will be encouraged to actively participate in creating an inclusive and respectful school environment.

7 Review and Evaluation

The effectiveness of this anti-bullying policy will be regularly reviewed and evaluated to ensure its continued relevance and success.

1. The policy will be reviewed annually by the school administration and relevant stakeholders to assess its implementation and identify areas for improvement.
2. Anonymous surveys or feedback mechanisms may be used to gather input from students, staff, and parents regarding their perception of the anti-bullying measures in place.
3. Based on the evaluation findings, necessary adjustments and enhancements will be made to the policy to strengthen its effectiveness.



