



Anti-Bullying Policy – Safe Space Education

(For Pupils and Staff)

Version 1 (01/03/2026)

1. Introduction

Safe Space Education is committed to providing a safe, respectful, and inclusive environment for all pupils, staff, mentors, tutors, and visitors. Bullying of any kind is unacceptable and will not be tolerated. This policy outlines how we prevent, identify, and respond to bullying involving **pupils, staff, or between pupils and staff**.

This policy applies to:

- Alternative Provision (AP)
- 1:1 mentoring
- Tutoring (in-person and online)
- All Safe Space Education staff and contractors

2. Definition of Bullying

Bullying is **repeated behaviour** that is intended to hurt, intimidate, humiliate, or coerce another person. It may be:

- **Physical** – hitting, pushing, damaging property
- **Verbal** – insults, threats, discriminatory language
- **Social/Relational** – exclusion, rumours, manipulation
- **Cyberbullying** – online harassment, misuse of technology
- **Prejudice-based** – racism, sexism, homophobia, transphobia, ableism, faith-based bullying

Bullying can occur:

- Pupil → pupil
- Staff → pupil
- Pupil → staff
- Staff → staff

All forms are taken seriously.

3. Aims

Safe Space Education aims to:

- Prevent bullying through a positive culture and clear expectations
- Ensure all concerns are taken seriously and acted upon quickly
- Protect the wellbeing of pupils and staff
- Promote respectful relationships and restorative approaches



- Ensure staff model positive behaviour at all times

4. Roles and Responsibilities

All Staff

- Model respectful behaviour
- Challenge inappropriate behaviour immediately
- Report all bullying concerns to the DSL
- Support pupils and colleagues affected by bullying

Designated Safeguarding Lead (DSL)

- Oversee bullying concerns and patterns
- Ensure appropriate action is taken
- Liaise with commissioning schools and external agencies
- Maintain secure records

Pupils

- Treat others with respect
- Report bullying if they experience or witness it

Senior Leadership

- Ensure policies are implemented
- Support staff and pupils involved in incidents
- Monitor trends and take preventative action

5. Preventing Bullying

Safe Space Education promotes a culture of respect through:

- Clear behaviour expectations
- Trauma-informed practice
- Staff training
- Mentoring and emotional support
- Encouraging pupils to speak up
- Safe online learning protocols
- Supervision and risk assessment in AP settings

6. Responding to Bullying

All reports of bullying will be:

1. **Taken seriously**
2. **Investigated promptly**
3. **Recorded factually**
4. **Addressed with appropriate action**

When pupils are involved

Responses may include:

- Restorative conversations
- Behaviour support plans
- Increased supervision
- Parental involvement
- Referral to commissioning school
- Safeguarding referral if harm is significant

When staff are involved

If a staff member is accused of bullying:

- The DSL or senior leader will investigate
- Allegations may be escalated to the LADO if safeguarding thresholds are met
- Disciplinary procedures may apply

If a staff member reports being bullied:

- They will be supported
- Concerns will be investigated confidentially
- Appropriate action will be taken

7. Cyberbullying

Cyberbullying includes:

- Harassment via messages, social media, or email
- Sharing harmful content
- Online intimidation during tutoring or mentoring sessions

Safe Space Education will:

- Record and investigate incidents
- Work with parents, schools, and platforms
- Provide guidance on safe online behaviour

8. Recording and Monitoring

All bullying concerns must be:

- Logged using the appropriate system
- Reported to the DSL
- Shared with commissioning schools where relevant

Patterns will be monitored to identify risks and prevent recurrence.



9. Support for Those Affected

Safe Space Education provides:

- Mentoring and emotional support
- Restorative meetings
- Adjustments to learning environments
- Multi-agency involvement where needed

Staff affected by bullying will be offered:

- Senior leadership support
- Adjustments to duties if needed
- Access to wellbeing resources

10. Review of Policy

This policy will be reviewed annually or sooner if required

Review date: 01/03/2027