**Beacon Alternative Provision**

**Anti-Bullying Policy**

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**Introduction**

At **Beacon Alternative Provision**, we strive to create a secure, supportive setting where all young people feel valued and protected. Addressing bullying effectively enhances students’ well-being, demonstrates our commitment to their safety, and makes it clear that any form of bullying is unacceptable.

**Safeguarding Responsibilities**

Instances of peer-on-peer abuse—including verbal harassment, cyberbullying, or prejudice-based behaviour—fall within safeguarding concerns. Under the Children Act 1989, serious bullying may be treated as a child protection issue when significant harm is suspected. All such incidents must be reported in our Incident Log.

External agencies may also be involved when necessary to support victims or those exhibiting bullying behaviour. Staff must be aware that while bullying is not a standalone offence in UK law, related behaviours may breach the law and require police involvement.

**What is Bullying?**

Bullying is repeated, intentional behaviour aimed at causing emotional or physical harm to another individual or group. It is often difficult for the target to defend themselves.
Types include:

* **Physical** – hitting, theft, physical intimidation
* **Verbal** – slurs, insults, prejudice-based remarks
* **Emotional** – social exclusion, manipulation
* **Cyberbullying** – digital harassment via text or social media

Bullying can target any individual, especially those with protected characteristics under the Equality Act 2010.

**Recognising Early Signs**

Bullying often escalates from initial incidents. Staff must record and address even single instances of derogatory or discriminatory behaviour. Persistent patterns can be identified early and addressed according to Beacon’s Behaviour Policy.

**Common Locations for Bullying**

While bullying may happen onsite, it may also occur during commutes or online. Staff must be observant and proactive in all settings where Beacon learners are present or represented. Beacon retains authority to intervene in off-site incidents affecting student welfare.

**Impact on Young People**

Bullying can lead to emotional distress, school avoidance, and long-term psychological effects including anxiety, low self-worth, and depression. Physical symptoms may also manifest. Early intervention is essential.

**How to Report Concerns**

Young people can report issues directly to staff or through the Beacon website form. These systems allow for both in-person and remote disclosures.
Parents, carers, and staff can raise concerns via line managers or through the formal complaints procedure available on request.

**Responding to Bullying**

Beacon uses a curriculum-integrated approach to raise awareness of bullying. Participation in Anti-Bullying Week, regular discussions, and the **Beacon Anti-Bullying STATEMENT** reinforce these values. All students are encouraged to speak openly and staff are trained to challenge all inappropriate behaviour.

Serious or repeated cases may lead to significant sanctions, including exclusion. Every incident must be logged in our Incident Log with detailed information, including type of bullying and actions taken.**Monitoring and Evaluation**

Effectiveness will be assessed via our Incident Log data:

* Decrease in bullying incidents over time
* Reduced rate of repeat offences
* No unresolved reports of bullying

Regular review meetings and termly reporting ensure accountability.**Related Policies**

* Behaviour Policy
* E-Safety Policy
* Safeguarding Policy
* Staff Code of Conduct
* Complaints Procedure

**Beacon Anti-Bullying Statement**

At **Beacon Alternative Provision**, we stand united against all forms of bullying.

We pledge to:

* Encourage mutual respect and kindness
* Monitor and respond swiftly to any bullying
* Apply appropriate sanctions consistently
* Maintain open communication with students and families
* Embed anti-bullying discussions throughout the school experience
* Regularly review and improve our policy

If you are experiencing bullying:

* Speak to any member of staff directly
* Use the website reporting form

**We promise to**:

* Take every concern seriously
* Act quickly and sensitively
* Support you through and beyond the issue

Parents/carers and schools can contact us at any time to report concerns. All cases will be managed according to this policy.