

IMPACT ALTERNATIVE LEARNING ANTI-BULLYING POLICY (OUTSTANDING VERSION)

Reviewed: April 2026 Next Review: April 2027

1. Policy Statement

Impact Alternative Learning is committed to providing a safe, inclusive and nurturing environment where all learners are protected from bullying and harm. We adopt a trauma-informed, relationship-led approach recognising the complex needs of our learners.

2. Statutory Framework

- KCSIE 2025
- Working Together to Safeguard Children 2023
- Equality Act 2010
- Education and Inspections Act 2006
- DfE Preventing and Tackling Bullying Guidance

3. Aims

- Promote a culture of respect and safety
- Prevent bullying through proactive education
- Respond consistently and effectively
- Support all learners involved

4. Definition of Bullying

Bullying is deliberate, repeated behaviour intended to cause harm. This includes physical, verbal, relational, prejudice-based and online bullying.

5. Impact Context

Due to SEMH needs, behaviours may arise from trauma rather than intent. Staff differentiate between bullying and dysregulation while addressing all harm.

6. Reporting Procedures

- Immediate reporting to staff
- Recording on safeguarding systems
- DSL review within same day
- Parental communication where appropriate

7. Roles and Responsibilities

- Principal/DSL: Strategic oversight and safeguarding
- Deputy DSL: Behaviour and SEMH interventions

- Staff: Immediate response and recording
- Students: Encouraged to report concerns

8. Response Procedure (Step-by-Step)

- Ensure immediate safety
- Gather information
- Assess intent and context
- Apply restorative approach
- Implement consequences if required
- Monitor ongoing risk

9. Child-on-Child Abuse

All incidents potentially involving abuse are managed under safeguarding protocols and may involve external agencies.

10. Cyberbullying

Incidents impacting school life are addressed regardless of where they occur. Support and intervention will be implemented.

11. Prevention Strategy

- PSHE curriculum
- High staff ratios
- Strong relationships
- Clear expectations
- Structured routines

12. Support Systems

- Mentoring
- Safe spaces
- Emotional regulation support
- Behaviour intervention plans

13. Recording and Monitoring

All incidents are logged, reviewed and analysed to identify patterns and improve practice.

14. Staff Training

- Safeguarding
- SEND awareness
- Trauma-informed practice
- Behaviour management

15. Monitoring & Review

This policy is reviewed annually and updated in line with legislation, feedback and incident trends.

Appendix A – Incident Recording Expectations

- Date, time and location
- Individuals involved
- Nature of incident
- Action taken
- Follow-up required

Appendix B – Restorative Conversation Framework

- What happened?
- Who was affected?
- How can we repair this?
- What needs to change?

Appendix C – Escalation Flow

- Concern raised → Staff response → DSL review → Safeguarding decision → External referral (if required)