Thrive Alternative Provision

Anti-Bullying Policy
Reviewed: September 2025 – Next Review: September 2026

Introduction

At Thrive Alternative Provision, we are committed to providing a safe, supportive, and inclusive environment where every learner can thrive academically, socially, and emotionally. We recognise that some of our pupils may have experienced challenges in mainstream settings, and therefore we place a strong emphasis on nurturing positive relationships, mutual respect, and personal growth.

Bullying in any form is not tolerated at Thrive. We are committed to preventing bullying through education, positive role-modelling, and restorative approaches, and to responding swiftly and effectively when incidents occur.

We also recognise that children and young people may experience **relational conflict** (friendship fallouts or disagreements) which, while not bullying, still require adult support to ensure they do not escalate.

Policy Development

This policy has been developed in line with **Keeping Children Safe in Education (KCSiE) 2025**, the **Education and Inspections Act 2006**, and the **Independent School Standards (2012)**.

It was created in consultation with:

- Pupils (via Thrive Council and mentoring sessions)
- Parents/carers (via feedback groups and individual consultations)
- Staff (via training and team development days)

- Governors and Local Authority partners

The policy is available:

- On the Thrive website
- From the Thrive office (hard copy on request)
- In pupil-friendly format (posters, leaflets, and induction packs)

Roles and Responsibilities

- **Headteacher** Jack Broadhead: Overall responsibility for the implementation and monitoring of this policy.
- **Anti-Bullying Coordinator** James Humphreys: Responsible for leading policy practice, recording and monitoring incidents, and supporting staff, pupils, and families.
- **Designated Safeguarding Lead (DSL)** Jack Broadhead and Deputies: Responsible for safeguarding and ensuring that bullying is considered within wider child protection procedures.
- **All Staff**: Responsible for modelling respectful behaviour, being alert to signs of bullying, and taking immediate action to address concerns.
- **Governing Body**: Oversees the policy, ensures compliance with legal requirements, and supports the school in reviewing effectiveness.

What is Bullying?

We adopt the **Anti-Bullying Alliance** definition:

> "Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal, or psychological. It can happen face-to-face or online."

Relational conflict differs from bullying in that it usually involves individuals of equal power, is occasional or accidental, and typically includes a willingness to resolve the issue.

Types of Bullying Behaviour

Bullying at Thrive may include:

- **Physical** – pushing, hitting, kicking, damaging property
- **Verbal** – name-calling, teasing, sarcasm, threats, spreading rumours
- **Emotional** – isolating others, humiliation, manipulation, coercion
- **Sexual** – inappropriate comments, touching, or harassment
- **Online/Cyber** – harmful use of social media, texts, or digital platforms
- **Indirect** – exploitation, false friendships, criminal or sexual exploitation
- **Prejudice-related** – racist, sexist, homophobic, biphobic, transphobic, or disablist behaviour, including misogyny/misandry
- **Baiting** – deliberately provoking or antagonising to get a reaction

We also recognise that **banter** can be positive and pro-social but may become harmful if unwanted, offensive, or persistent. Staff will support pupils in understanding these distinctions.

Where Bullying Takes Place

Bullying can occur:

- On Thrive premises
- On transport to/from provision
- In the community
- Online (including outside of school hours)

We will support pupils regardless of where bullying occurs and may take action in line with statutory powers.

Reporting Bullying Concerns

We want all members of our community to feel confident in reporting concerns:

- **Pupils**: Can speak to any trusted adult, use worry boxes in classrooms, or email the Anti-Bullying Coordinator.

- **Parents/carers**: Can contact staff via phone, email, or meetings. We ask that concerns are reported directly to school, not discussed publicly on social media.
- **Staff**: Must record all concerns on our safeguarding system (CPOMs) and inform the DSL where there may be a safeguarding risk.
- **Visitors**: Must report concerns directly to the DSL or senior staff before leaving the site.

How Thrive Will Respond

- All reports will be taken seriously, investigated, and recorded.
- Staff will gather accounts from all involved (including bystanders).
- Outcomes will focus on **restorative practice**, accountability, and rebuilding relationships, while ensuring the safety of the target.
- Where appropriate, sanctions will be applied in line with our Behaviour Policy.
- Parents/carers will be informed and engaged in supporting solutions.
- Ongoing support will be offered to both the child experiencing bullying and the child displaying bullying behaviour.
- Trends will be monitored to inform prevention strategies.

Preventing Bullying

At Thrive, we:

- Promote respect and kindness through our PSHE and wellbeing curriculum.
- Train staff in recognising and addressing bullying behaviours.
- Use restorative conversations and trauma-informed approaches.
- Encourage pupils to be active bystanders and peer supporters.
- Celebrate diversity through assemblies, themed weeks, and student voice activities.
- Regularly review our approach using surveys and pupil feedback.
- Work with outside agencies where bullying is linked to wider safeguarding concerns.

Breaches and Complaints

If a pupil, parent, or staff member feels that bullying has not been dealt with appropriately, they may follow the Thrive Complaints Procedure.

Links with Other Policies

This policy links with:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- Online Safety Policy
- Equality Policy
- Child-on-Child Abuse Policy
- Relationships & Sex Education (RSE) and Health Education Policy

Monitoring and Review

This policy will be reviewed annually, and its effectiveness evaluated through:

- Incident data analysis
- Pupil and parent/carer surveys
- Staff feedback
- Governor oversight