

Remedicare Education Services

Anti-Bullying Policy

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Introduction

Remedicare Education Services is committed to providing a safe, respectful, inclusive and supportive learning environment where all learners feel valued, understood and protected.

We recognise that bullying can have a significant impact on a learner's emotional wellbeing, confidence, safety, attendance, engagement and ability to access education. Bullying is unacceptable and will not be tolerated in any form.

As an Alternative Provision provider supporting learners with a range of individual needs, including Special Educational Needs and Disabilities (SEND), Remedicare Education Services recognises that some learners may require additional support to understand, identify, communicate or report experiences of bullying.

This policy outlines Remedicare's approach to preventing, identifying, responding to and reducing bullying behaviour. It should be read alongside the Remedicare Child Protection & Safeguarding Policy, Behaviour Support Policy, Staff Code of Conduct, Equality, Diversity and Inclusion Policy, and Child-on-Child Abuse procedures.

Purpose of This Policy

The purpose of this policy is to:

- Promote a culture of respect, kindness and inclusion.
- Ensure all learners understand that bullying is unacceptable.
- Provide clear procedures for reporting and responding to bullying concerns.
- Ensure concerns are identified and managed consistently.
- Support learners who experience bullying.
- Support learners who display bullying behaviours to understand the impact of their actions and develop more positive behaviours.
- Ensure bullying concerns are considered within safeguarding procedures where appropriate.

Our Commitment

Remedicare Education Services is committed to:

- Providing a safe environment where learners feel able to speak openly.
- Listening to learners and taking concerns seriously.
- Responding promptly to reports of bullying.
- Working collaboratively with learners, parents/carers, schools, Local Authorities and other professionals.
- Recognising that behaviour may communicate an unmet need, distress, vulnerability or difficulty with communication.
- Supporting learners to develop positive relationships and social understanding.

Definition of Bullying

Remedicare Education Services defines bullying as:

Deliberate behaviour that causes harm, distress or fear to another person and involves an imbalance of power. Bullying is usually repeated over time; however, a single serious incident may also be considered bullying where the impact is significant.

Bullying can take many forms and may happen:

- Face-to-face.
- Online.
- During education sessions.
- During transport.
- During community activities.
- Outside of the provision where it impacts a learner's safety or wellbeing.

Types of Bullying

Bullying may include, but is not limited to:

Physical Bullying

Including:

- Hitting.
- Kicking.
- Pushing.
- Physical intimidation.
- Damaging belongings.
- Threatening physical harm.

Verbal Bullying

Including:

- Name calling.
- Insults.
- Threats.
- Mocking.
- Hurtful comments.
- Repeated teasing.

Emotional and Social Bullying

Including:

- Excluding someone deliberately.
- Spreading rumours.
- Manipulating friendships.
- Intimidation.
- Humiliation.
- Making someone feel isolated.

Online and Cyber Bullying

Including:

- Hurtful messages.
- Sharing inappropriate content.
- Online harassment.
- Creating harmful posts or comments.
- Excluding someone through online platforms.
- Sharing images or information without consent.

Online bullying may also be a safeguarding concern and will be managed in line with the Child Protection & Safeguarding Policy.

Prejudice-Based Bullying

Remedicare Education Services does not tolerate bullying linked to:

- Disability.
- Special Educational Needs.
- Race.
- Religion or belief.
- Culture.
- Gender.
- Sexual orientation.
- Gender identity.
- Appearance.
- Background.

All learners have the right to feel safe, respected and included.

Sexual Harassment and Harmful Sexual Behaviour

Bullying may include:

- Sexual comments.
- Sexual jokes.
- Unwanted sexual attention.
- Sharing sexual images.
- Sexualised behaviour intended to harm or intimidate.

Any concerns involving sexual harassment or harmful sexual behaviour will be managed through safeguarding procedures.

Bullying and Learners with SEND

Remedicare Education Services recognises that learners with SEND may experience increased vulnerability to bullying.

Some learners may:

- Find it difficult to recognise bullying.
- Struggle to communicate what has happened.
- Present behaviour as a response to distress.
- Misinterpret social situations.
- Require additional support to understand relationships and boundaries.

Staff must consider each learner's individual needs, communication profile and understanding when responding to bullying concerns.

Where required, Remedicare will use:

- Visual support.
- Social stories.
- Communication tools.
- Individualised support strategies.
- Emotional regulation support.
- Personalised learning approaches.

Preventing Bullying

Remedicare Education Services works proactively to reduce bullying through:

- Positive relationships between staff and learners.
- Clear expectations around respect and behaviour.
- Personal development opportunities.
- Social and emotional learning.
- Teaching appropriate communication and relationships.

- Supporting emotional regulation.
- Creating safe opportunities for learners to share concerns.

Staff model positive behaviour and professional relationships at all times.

Recognising Signs of Bullying

Staff should be alert to changes that may indicate a learner is experiencing bullying.

Possible indicators include:

- Increased anxiety or distress.
- Reluctance to attend provision.
- Withdrawal from activities.
- Changes in behaviour.
- Increased emotional responses.
- Reduced confidence.
- Changes in communication.
- Avoiding particular people or situations.
- Unexplained injuries or damaged belongings.
- Changes in online behaviour.

Staff should remain professionally curious and consider whether behaviour changes may indicate a safeguarding concern.

Reporting Bullying Concerns

All learners are encouraged to report concerns to a trusted adult.

Concerns can be reported to:

- Education Mentors.
- Teachers.
- Support staff.
- DSL/DDSL team.
- Parents/carers.
- Other trusted professionals.

Staff must:

- Listen calmly.

- Take the learner seriously.
- Avoid making promises of confidentiality.
- Record concerns appropriately.
- Inform safeguarding leads where required.

Staff Responsibilities

All staff must:

- Promote a respectful and inclusive environment.
- Challenge bullying behaviour.
- Report concerns immediately.
- Follow safeguarding procedures.
- Record concerns accurately.
- Support learners involved.
- Maintain professional boundaries.

Staff must not:

- Ignore bullying behaviour.
- Dismiss concerns.
- Encourage learners to resolve serious concerns independently.
- Use language that humiliates or shames learners.

Responding to Bullying Concerns

When a bullying concern is raised, Remedicare Education Services will:

1. Listen to the learner and gather information.
2. Ensure immediate safety.
3. Record the concern.
4. Assess whether safeguarding procedures are required.
5. Speak with relevant individuals where appropriate.
6. Agree support strategies.
7. Monitor the situation.

Actions will be proportionate and based on:

- The seriousness of the incident.
- The needs of the learners involved.
- Individual circumstances.

- Any previous concerns.

Supporting Learners Experiencing Bullying

Support may include:

- A trusted adult check-in.
- Increased supervision.
- Individual support plans.
- Emotional wellbeing support.
- Communication support.
- Adjustments to routines or environments.
- Liaison with parents/carers, schools and professionals.

The learner's voice will be considered throughout the process.

Supporting Learners Who Display Bullying Behaviour

Remedicare recognises that bullying behaviour may sometimes be linked to:

- Communication difficulties.
- Emotional regulation needs.
- Previous experiences.
- Social understanding difficulties.
- Unmet needs.

This does not excuse bullying behaviour; however, it helps inform appropriate support.

Support may include:

- Restorative conversations.
- Reflection activities.
- Relationship support.
- Behaviour support strategies.
- Individual plans.
- Additional professional involvement.

Bullying as a Safeguarding Concern

Some bullying incidents may meet the threshold for safeguarding intervention.

Examples include:

- Serious physical harm.
- Threats of violence.
- Sexual harassment.
- Sexual exploitation.
- Online abuse.
- Hate-related incidents.
- Repeated targeted harm.

Where safeguarding concerns are identified, staff must follow the Child Protection & Safeguarding Policy and report immediately to the DSL/DDSL team.

Recording and Monitoring

All bullying concerns will be recorded appropriately.

Records may include:

- Details of the concern.
- Learners involved.
- Actions taken.
- Support provided.
- Communication with parents/carers or professionals.
- Follow-up actions.

Records will be stored securely in line with:

- Data Protection Act 2018.
- UK GDPR.
- Remedicare confidentiality procedures.

Patterns and trends will be reviewed to identify further support or preventative actions.

Roles and Responsibilities

Directors

Directors are responsible for:

- Ensuring effective implementation of this policy.
- Promoting a safeguarding culture.
- Ensuring staff receive appropriate guidance and training.

DSL and Safeguarding Team

The DSL/DDSL team are responsible for:

- Advising staff.
- Managing safeguarding concerns.
- Ensuring appropriate recording.
- Liaising with external agencies where required.

All Staff

All staff are responsible for:

- Creating a safe environment.
- Reporting concerns.
- Supporting learners.
- Promoting respect and inclusion.

Learners

Learners are encouraged to:

- Treat others respectfully.
- Tell an adult if they are worried.
- Avoid behaviour that may harm others.

Working with Parents, Schools and External Agencies

Remedicare Education Services works collaboratively with:

- Parents/carers.
- Schools.
- Local Authorities.
- Social care.
- Other professionals.

Where appropriate, concerns and actions will be shared to ensure learners receive consistent support.

Review

This policy will be reviewed annually or sooner where required due to:

- Changes in legislation.
- Updated safeguarding guidance.
- Organisational changes.
- Learning from incidents.