LIMITLESS ALTERNATIVE PROVISION • STATUTORY POLICY

ANTI-BULLYING POLICY

POLICY VERSION	DATE ADOPTED	REVIEW DATE	PROPRIETOR	DSL
1.0	February 2026	Annually – Feb 2027	Dwayne Paul	Harriet Ann Fry

1. POLICY STATEMENT

Limitless Alternative Provision is committed to providing a safe, respectful and inclusive environment in which all students feel secure and valued.

We operate a **zero-tolerance approach to bullying**. Bullying is never dismissed as banter, conflict, or "just part of growing up."

This policy aligns with:

- Keeping Children Safe in Education
- Education and Inspections Act 2006
- Equality Act 2010
- Ofsted inspection framework

Safeguarding remains central to our anti-bullying approach.

2. AIMS

This policy ensures that:

- All students feel safe and respected.
- Bullying is identified early.
- Incidents are addressed promptly and consistently.
- Victims are supported.
- Perpetrators are challenged and educated.
- Patterns are monitored.
- A positive culture is actively promoted.

4. BULLYING IN AN AP CONTEXT

We recognise that students in alternative provision may:

- Have experienced trauma or have SEMH needs.
- Display defensive or reactive behaviours.
- Be vulnerable to exploitation.

Staff remain vigilant and do not dismiss harmful behaviour as simply "challenging behaviour."

3. DEFINITION OF BULLYING

Bullying is: Repeated behaviour intended to hurt someone physically or emotionally, often involving an imbalance of power. Bullying can be:

3.1 Verbal

- Name-calling
- Insults
- Threats
- Mocking

3.2 Physical

- Hitting, pushing, kicking
- Damaging belongings

3.3 Social / Relational

- Exclusion
- Spreading rumours
- Humiliation & peer pressure

3.4 Cyberbullying

- Online harassment & social media abuse
- Sharing images without consent
- Threatening messages

3.5 Prejudice-Based Bullying

Targeting someone due to:

- Race or religion
- Disability
- Gender or gender identity
- Sexual orientation

Such behaviour may also constitute a hate incident and will be treated seriously.

5. PREVENTATIVE MEASURES

Limitless Alternative Provision promotes a culture of respect through:

- Clear behaviour expectations & staff modelling respectful language.
- Consistent supervision in the gym environment.
- Explicit teaching of respect and emotional regulation.

6. REPORTING BULLYING

Students are encouraged to:

- Speak to any trusted adult or speak to the DSL.
- Report concerns confidentially.

Staff must:

- Take all reports seriously and record concerns.
- Inform the DSL and act promptly.

Parents/carers may report concerns directly to staff

7. RESPONDING TO BULLYING

All incidents are handled promptly and proportionately.

Step 1 – Immediate Safety

- Separate individuals where necessary.
- Ensure victim is safe.

Step 2 – Investigation

- Gather accounts from all parties & record evidence.
- Assess whether behaviour meets bullying threshold.
- Consider safeguarding context.

Step 3 – Support for Victim

- Reassurance & ongoing monitoring.
- Safe adult allocated.
- Restorative conversation where appropriate.
- Parent/carer informed.

Step 4 – Perpetrator Response

- Clear explanation of impact & restorative discussion.
- Sanctions (in line with Behaviour Policy).
- Behaviour support plan if required & parent/carer informed.

8. SANCTIONS

Sanctions may include:

- Formal warning.
- Loss of privileges.
- Structured reflection time.
- Behaviour contract.
- Suspension (in serious cases).
- Placement review (where safety compromised).

Sanctions are proportionate and restorative where possible.

9. CYBERBULLYING

Although LAP is gym-based, cyberbullying may impact relationships on site. We will:

- Investigate online incidents where they affect student safety.
- Educate students about online behaviour.
- Work with parents/carers.
- Involve external agencies if necessary.

Serious online abuse may be treated as a safeguarding concern.

10. PREJUDICE-BASED INCIDENTS

Any racist, homophobic, transphobic or discriminatory language is:

- Challenged immediately & recorded.
- Reported to leadership.
- Addressed through education and sanction.
- Escalated where appropriate.

Repeated prejudice-based behaviour will be treated as serious misconduct.

11. SAFEGUARDING CONSIDERATIONS

Bullying may indicate:

- Underlying abuse or exploitation.
- Trauma response.
- Peer-on-peer abuse or sexual harassment.

Where appropriate, the DSL will review safeguarding context in line with *Keeping Children Safe in Education*.

12. RECORDING & MONITORING

All incidents are:

- Logged formally & reviewed for patterns.
- Analysed termly & reported to the Proprietor.
- Used to inform interventions.

Patterns of behaviour are not ignored.

13. STAFF RESPONSIBILITIES

All staff must:

- Model respectful behaviour & intervene early.
- Challenge inappropriate language.
- Record incidents.
- Maintain vigilance in gym sessions & promote inclusion.

14. PARENTAL/CARER INVOLVEMENT

Parents/carers will:

- Be informed of serious incidents.
- Be invited to meetings where appropriate.
- Receive updates on

15. LINKS TO OTHER POLICIES

Read alongside:

- Behaviour Policy
- Safeguarding & Child Protection Policy
- Online Safety Policy
- Whistleblowing Policy &

16. POLICY REVIEW

This policy will be:

- Reviewed annually.
- Reviewed following serious incidents.
- Evaluated against Ofsted expectations.
- Updated following statutory