



NEXT GEN Engagement

Anti-Bullying Policy Policy Statement

NEXT GEN Engagement is committed to providing a safe, inclusive, and respectful environment where all learners feel valued and supported. We recognise that bullying in any form is unacceptable and can have a serious impact on a learner's wellbeing, engagement, and progress. We take a zero-tolerance approach to bullying, including cyberbullying and discriminatory bullying, and actively promote positive relationships and behaviour.

Aims of the Policy

This policy aims to:

- Prevent bullying by promoting a positive and respectful culture
- Ensure all learners feel safe and supported
- Provide clear procedures for reporting, investigating, and responding to bullying
- Support learners affected by bullying and address the behaviour of those involved
- Meet safeguarding and statutory guidance expectations

What Is Bullying?

Bullying is **repeated behaviour** intended to hurt, intimidate, or humiliate another person, either physically or emotionally. It can occur face-to-face or online.

Bullying may include:

- **Physical:** hitting, pushing, damaging belongings
- **Verbal:** name-calling, threats, insults, teasing
- **Emotional:** intimidation, exclusion, spreading rumours
- **Cyberbullying:** bullying via social media, messaging apps, gaming platforms, or online forums
- **Discriminatory bullying:** based on race, gender, disability, special educational needs, sexual orientation, religion, appearance, or background

Single incidents of unkind behaviour will be addressed, but bullying usually involves **repetition or a power imbalance**.

Our Approach

At NEXT GEN Engagement, we:

- Foster respectful relationships and restorative practice

- Encourage learners to speak openly and report concerns
- Intervene early to prevent escalation
- Work collaboratively with families, carers, and external agencies where appropriate

Reporting Bullying

Bullying can be reported by:

- Learners
- Parents/carers
- Staff
- External professionals

Reports can be made:

- Directly to any member of staff
- To the Designated Safeguarding Lead (DSL)
- Via written or verbal disclosure

All reports will be taken seriously and handled sensitively.

Responding to Bullying

When bullying is reported, NEXT GEN Engagement will:

1. Listen to all parties involved
2. Record the incident in line with safeguarding procedures
3. Assess risk and provide immediate support if required
4. Investigate fairly and proportionately
5. Apply appropriate consequences in line with the behaviour policy
6. Use restorative approaches where suitable
7. Monitor the situation to ensure bullying does not continue

Supporting Learners

Support may include:

- One-to-one mentoring or key-worker support
- Restorative conversations
- Emotional wellbeing support
- Reasonable adjustments for vulnerable learners
- Involvement of parents/carers
- Referral to external services where necessary

Cyberbullying

NEXT GEN Engagement recognises that cyberbullying can occur outside of provision hours but still impact learners' wellbeing and safety. We will:

- Support learners affected by online bullying
- Educate learners about safe and responsible online behaviour
- Liaise with parents/carers and external agencies where appropriate

Roles and Responsibilities

All staff are responsible for:

- Modelling respectful behaviour
- Challenging bullying when it occurs

- Reporting concerns promptly

The Designated Safeguarding Lead is responsible for:

- Overseeing incidents and investigations
- Ensuring records are maintained
- Escalating concerns where safeguarding thresholds are met

Learners are encouraged to:

- Treat others with respect
- Report bullying and support peers

Monitoring and Review

This policy will be:

- Reviewed annually
- Updated in response to changes in legislation or guidance
- Evaluated based on incidents, learner feedback, and outcomes

Linked Policies

- Safeguarding & Child Protection Policy
- Behaviour Policy
- Online Safety Policy
- Equality & Diversity Policy

Approved by: Adam Pickersgill

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