Anti-Bullying Strategy & Action Plan

Creating a Safe, Inclusive, and Respectful Learning & Working Environment

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Policy Owner	Designated Safeguarding Lead (DSL)
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1. Vision & Strategy Statement

Reach Education and Employment is committed to creating a safe, inclusive, and supportive environment where every individual—regardless of background, role, or identity—is treated with dignity, fairness, and respect. Bullying, harassment, discrimination, and victimisation of any kind are strictly unacceptable and will not be tolerated. This strategy establishes a whole-organization framework for preventing bullying, encouraging active bystanders, providing accessible reporting channels, and delivering consistent, restorative interventions.

2. Scope & Definitions

2.1 Scope

This policy applies to all staff, learners, volunteers, contractors, and visitors across all physical sites, online learning platforms, digital communications, and off-site activities.

2.2 Definitions

Bullying is defined as repeated, intentional behavior designed to hurt, intimidate, humiliate, or exert power over another person or group. Key forms include:

- Physical: Hitting, kicking, pushing, damage to personal property, or unwanted physical contact.
- Verbal: Name-calling, insults, taunts, malicious gossip, or threatening language.
- Relational / Social: Deliberate exclusion, spreading rumors, ostracizing, or undermining social standing.

- Cyberbullying: Harassment, abusive messages, or public shaming via social media, messaging apps, email, or digital learning portals.
- Discriminatory / Bias-Based: Targeted behavior based on protected characteristics including race, gender, sexual orientation, disability, religion, age, or socio-economic background.

3. Four Strategic Pillars of Action

- Pillar I: Culture & Proactive Prevention – Embed zero-tolerance expectations during induction, deliver anti-bullying workshops, and train staff/learners as active bystanders.
- Pillar II: Clear Reporting Channels – Provide accessible, confidential, and anonymous reporting routes with guaranteed 24-hour response acknowledgement.
- Pillar III: Restorative & Proportional Intervention – Utilize victim support plans, restorative resolution meetings, and staged disciplinary actions for offenders.
- Pillar IV: Continuous Governance & Monitoring – Maintain a central confidential log, analyze quarterly trends, and report compliance summaries to the Board.

4. Staged Intervention Framework

Stage	Trigger Level	Primary Actions	Responsible Lead
Stage 1: Informal	First minor incident, low-level verbal or interpersonal conflict.	Informal conversation, mediation, restorative agreement, clear warning.	Director of Employment/Director of Education
Stage 2: Formal Investigation	Repeated incidents, targeted verbal abuse, or cyberbullying.	Formal investigation, behavior contract, mandatory counselling, guardian notification.	DSL (or Board of Directors if DSL accused)
Stage 3: Severe / Persistent	Physical aggression, severe discrimination, or persistent harassment.	Formal disciplinary action, suspension/expulsion, external agency/police report if required.	Board of Directors

5. Governance & Responsibilities

Role / Governance Body	Core Anti-Bullying Responsibility
Board of Directors/ Leadership	Governance oversight, policy approval, and accountability monitoring.
Designated Safeguarding Lead (DSL)	Managing complex disclosures, central logging, and support coordination.

Managers, Tutors & Staff	Enforcing respect standards, active supervision, and immediate incident logging.
Learners & Volunteers	Upholding the code of conduct, respecting peers, and reporting bullying behavior.