

Policy 23

Anti-Bullying Policy 2025/2026

23.1 Purpose of statement

23.1.1 Reach Alternative Education SW Ltd works with young people in key stage 1-5 as part of its alternative provision.

23.1.2 The purpose of this policy is to:

- To prevent bullying from happening between children and young people who are part of Reach or taking part in our provision
- To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- To provide information to all staff, volunteers and young people about what we should all do to prevent and deal with bullying

23.1.3 This policy applies to anyone working on behalf of Reach, including members of the leadership team, senior workers, youth workers, youth work assistants and members of admin team.

23.2 We believe that:

- Young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all young people, to keep them safe and operate in a way that protects them

23.3 We recognise that:

- Bullying causes real distress and affects a person's health and development
- In some instances, bullying can cause significant harm
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying

23.4 We will seek to prevent bullying by:

- Developing a code of behaviour that sets out how to everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our provision
- Holding regular discussions with staff volunteers, young people and families who use our provision about bullying and how to prevent it
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- Putting clear and robust anti-bullying procedures in place

23.4.1 Our regular discussions with staff, volunteers and young people will focus on:

- Group members' responsibilities to look after one another and uphold the code of conduct
- Practising skills such as listening to each other
- Respecting the fact, we are all different
- Making sure that no one is without friends
- Dealing with problems in a positive way
- Checking that our anti-bullying measures are working well

23.5 Respond to bullying:

23.5.1 We will make sure our response to incidents of bullying takes into account

- The needs of the person being bullied
- The needs of the person displaying bullying behaviour
- Needs of any bystanders
- Our provision as a whole

23.5.2 We will review the plan we have developed to address any incidents of bullying at regular intervals, to ensure that the problem has been resolved in the long term.

23.6 Diversity and inclusion:

23.6.1 We recognise that bullying is closely related to how we respect and recognise the value of diversity.

23.6.2 We will be proactive about

- Seeking opportunities to learn about and celebrate difference
- Increasing diversity within our staff and young people

23.7 Diversity and inclusion:

Name of nominated anti-bullying lead

Name: Kelly Cridland

Phone/Email: info@reachyouth.co.uk

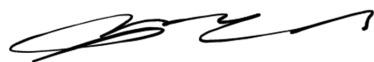
23.8 NSPCC Helpline:

08088005000

Any further questions regarding guidelines in this policy then please contact one of the leadership team.

To ensure the effectiveness of this document our 'Anti-Bullying' policy will be reviewed annually.

Signed:



Date: 30/01/2026

Dan Palmer

Founder / Director