



# ABLE Education Policy Document

## **ANTI-BULLYING POLICY**

Last reviewed: March 2026

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## 1. Introduction

At ABLE Education, we are committed to providing a safe, inclusive, and respectful environment where all students, contractors, staff, and stakeholders feel valued and supported. Bullying of any kind is unacceptable and will not be tolerated. This policy outlines our approach to preventing and addressing bullying in all its forms. This policy applies to all students, staff, contractors, parents/carers, and visitors to ABLE Education.

## 2. Definition of bullying

Bullying is defined as repeated negative behaviour intended to hurt, intimidate, or humiliate another person. This includes but is not limited to:

- Physical bullying (hitting, pushing, damaging property)
- Verbal bullying (name-calling, insults, threats)
- Emotional bullying (excluding, spreading rumours, manipulating friendships)
- Cyberbullying (harassment, threats, or humiliation via digital platforms)
- Discriminatory bullying (targeting race, gender, disability, sexuality, religion, or other protected characteristics)

## 3. Prevention strategies

- Promoting a positive learning culture of respect and inclusion
- Embedding anti-bullying education into the curriculum
- Providing training for staff, contractors and students on recognizing and addressing bullying
- Encouraging open communication and peer support
- Ensuring clear reporting mechanisms are in place

## 4. Reporting and responding to bullying

### **Stage 1: Informal resolution**

- Any student contractor or staff member who experiences or witnesses bullying is encouraged to speak to a trusted member of staff.
- The situation will be addressed informally, where appropriate, to resolve the issue at an early stage.

### **Stage 2: Formal reporting**

- If informal resolution is not successful, a formal report should be made to the Head of Provision/Designated Safeguarding Lead.

- The complaint will be recorded, and an investigation will take place within ten working days.
- The individuals involved will be offered support, and appropriate action will be taken.

### **Stage 3: Further action**

- If the issue remains unresolved, it will be escalated to the Senior Leadership Team or Governing Body.
- Disciplinary action may be taken against the perpetrator, in line with our behaviour policy.

## 5. Safeguarding considerations

If bullying involves potential harm or abuse, it will be referred to the Designated Safeguarding Lead and managed in line with safeguarding policies and legal obligations.

## 6. Monitoring and review

- All incidents of bullying will be recorded and monitored to identify patterns and areas for improvement.
- This policy will be reviewed annually by senior leadership and the Management Committee to ensure its effectiveness.

## 7. Contact information

For any concerns or reports of bullying, please email ABLE's DSL at [safeguarding@able-education.co.uk](mailto:safeguarding@able-education.co.uk).