

PL6 Learning Hub Anti-Bullying Policy

Approved by: Western Education Solutions Ltd

Applies to: All staff, students, parents, and visitors

Designated Safeguarding Lead (DSL): Greg Western

Deputy DSL: [Insert deputy's name once appointed]

Safeguarding System: CPOMS

Date of Approval: 8 October 2025

Next Review Due: 8 October 2026

1. Purpose

At PL6 Learning Hub, we are committed to creating a safe, nurturing and inclusive environment where every learner feels valued, respected, and free from bullying and discrimination. Bullying of any kind is unacceptable and will not be tolerated. This policy sets out how we prevent, identify, respond to and record incidents of bullying within the hub, both in person and online.

2. Definition of Bullying

Bullying is deliberate, hurtful behaviour that is:

- Repeated over time
- Intended to cause physical, emotional, or psychological harm
- Involves an imbalance of power between individuals or groups

Bullying may include:

- Physical: hitting, pushing, damaging property
- Verbal: name-calling, teasing, threats
- Indirect: spreading rumours, exclusion, manipulation
- Cyberbullying: using technology to harass or humiliate
- Prejudicial: bullying related to race, gender, disability, sexuality, religion, or any protected characteristic

3. Aims and Objectives

- To promote a culture of kindness, inclusion, and respect.
- To ensure all learners and staff understand what bullying is and how to respond.
- To record, track and monitor incidents using CPOMS, ensuring patterns are identified early.
- To support both the victim and perpetrator through appropriate interventions.
- To involve parents and external agencies where necessary.

4. Prevention

PL6 Learning Hub promotes a proactive approach through:

- Positive relationships and small group learning, where staff know each learner well.
- Circle time, PSHE and social communication sessions to explore empathy, respect, and digital citizenship.
- Clear expectations and boundaries for behaviour in all learning spaces.
- Supervision and vigilance in classrooms, social areas, and online learning platforms.

- Regular staff training on recognising and addressing bullying behaviour, led by the DSL.
- Century AI online monitoring, where inappropriate communication or concerns are flagged to staff.

5. Reporting Bullying

Learners are encouraged to speak to a trusted adult immediately if they or someone they know is being bullied.

Staff must record all concerns immediately on CPOMS under the “Bullying/Peer on Peer” category and notify Greg Western (DSL).

Parents and carers can report concerns directly via email (greg@pl6learninghub.co.uk) or phone.

6. Recording and Monitoring (Use of CPOMS)

- All allegations, incidents, and outcomes are logged on CPOMS.
- The DSL (Greg Western) monitors all bullying entries, ensuring that patterns, repeat offenders, or vulnerable pupils are identified early.
- Actions, support, and reviews are recorded clearly and updated promptly.
- The DSL reviews CPOMS reports termly to inform safeguarding meetings and future planning.

7. Response and Sanctions

When bullying is reported:

1. Immediate support is offered to the victim.
2. The incident is recorded on CPOMS.
3. The DSL investigates by speaking to all parties involved.
4. Parents are informed as soon as possible.
5. Restorative approaches are used where appropriate to rebuild relationships.
6. Consequences are proportionate and educational in focus—these may include reflection, written apology, or temporary removal from activities.

If the bullying is severe or persistent, external agencies (e.g. Plymouth Safeguarding Hub, Police) may be contacted.

8. Support for Learners

PL6 Learning Hub offers ongoing support for both the victim and perpetrator through mentoring sessions, emotional support programmes, wellbeing check-ins, and tracking progress through Century AI and CPOMS.

9. Monitoring and Review

The DSL ensures consistent implementation. Bullying incidents and outcomes are reviewed termly and the policy annually, or sooner if guidance changes.

10. Linked Policies

This policy should be read alongside:

- Safeguarding and Child Protection Policy
- Behaviour and Conduct Policy
- Online Safety and Cyber Security Policy
- Data Protection Policy
- Equal Opportunities Policy

Signed:

Greg Western

Designated Safeguarding Lead

PL6 Learning Hub

Western Education Solutions Ltd

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