ANTI-BULLYING & PEER-ON-PEER ABUSE POLICY 2025–2026

Organisation: Manchester Top Team Youth Project (MTTYP) – Alternative Provision

Reviewed: 1 September 2025

Next Review: 1 September 2026

Designated Safeguarding Lead (DSL): Daryl-Anne Baguley – 07523 983890

Deputy Designated Safeguarding Lead (DDSL): George Smith – 07728 793456

1. Policy Statement

MTTYP is committed to providing a safe, respectful, and inclusive environment for all pupils. Bullying, harassment, and peer-on-peer abuse of any kind will not be tolerated.

This policy is rooted in Keeping Children Safe in Education (KCSIE 2026), which makes clear that all forms of child-on-child abuse are safeguarding concerns and must be responded to in line with our Safeguarding & Child Protection Policy.

We recognise that bullying can cause long-lasting harm and that pupils who bully may themselves require support.

2. Scope

This policy applies to:

- All pupils, parents/carers, staff, volunteers, trustees, and visitors.
- Behaviour in person, online, and during off-site activities, trips, or events.
- All forms of peer-on-peer abuse, including bullying, harassment, sexual violence/harassment, initiation/hazing, exploitation, and discrimination.

3. Definitions

Bullying: Behaviour that is repeated, intended to hurt, and creates an imbalance of power. This may include:

- **Emotional:** Excluding, threatening gestures, intimidation.
- **Physical:** Hitting, kicking, pushing, damaging property.
- **Verbal:** Name-calling, sarcasm, spreading rumours, teasing.
- **Racist:** Racial taunts, graffiti, gestures.
- **Homophobic/Transphobic:** Bullying related to sexuality or gender identity.
- **Disability-related:** Targeting SEND pupils or those with additional needs.

- **Sexual:** Unwanted physical contact, sexually explicit comments.
- **Cyber:** Using digital platforms, messages, or images to harm or intimidate.
- **Religious/Cultural:** Targeting a child for faith, culture, or family background.

Peer-on-Peer Abuse: Any situation where a child or young person is harmed, exploited, or abused by another. This includes:

- Bullying (including prejudice-based and discriminatory bullying).
- Sexual violence and harassment.
- Harmful sexual behaviour (including sexting, image-based abuse, upskirting).
- Initiation rituals and hazing.
- Physical assault.
- Emotional or controlling behaviour.
- Criminal exploitation (county lines, gang involvement, serious youth violence).

4. Prevention

MTTYP's prevention strategy is proactive and whole-setting:

- Promote a culture of respect, inclusion, and zero tolerance of bullying.
- Teach pupils about healthy relationships, consent, and online safety through mentoring, PSHE-style sessions, and enrichment.
- Celebrate Anti-Bullying Week and other awareness campaigns.
- Provide clear reporting routes (trusted adults, concern box, digital reporting form).
- Display posters and reminders encouraging reporting.
- Regular pupil voice activities to check experiences of bullying.
- Work with parents/carers to reinforce anti-bullying values.
- Provide staff with training to recognise early warning signs and subtle indicators.

5. Reporting and Responding

- Concerns must be reported immediately to the DSL (Daryl-Anne Baguley) or DDSL (George Smith).
- All incidents logged on the safeguarding concern form / central record.
- Victims are listened to, supported, and never blamed.
- Alleged perpetrators are supported too, with interventions focusing on education, accountability, and behaviour change.
- Serious incidents referred to external agencies (children's social care, police, youth justice services) where necessary.
- Parents/carers involved at an early stage, unless this would increase risk.
- Where there is reasonable cause to believe a child is at risk of significant harm, the DSL/DDSL will treat it as a child protection concern and escalate.

6. Support for Pupils

- Mentoring and coaching sessions.
- Counselling or external referrals (e.g. CAMHS).
- Restorative approaches where safe and appropriate.

- Risk assessments to ensure ongoing safety of all involved.
- Separate support plans for victims and alleged perpetrators where needed.

7. Recording and Monitoring

- All concerns, actions, and outcomes are recorded chronologically.
- Body maps may be used to record injuries linked to bullying.
- DSL/DDSL monitors patterns and reviews records weekly/termly.
- Trustees/management receive anonymised reports on trends.
- Records analysed for themes (e.g. type of bullying, location, frequency).

8. Staff Guidance

Staff must:

- Remain vigilant for signs (withdrawal, avoidance, low self-esteem, unexplained injuries, sudden behaviour changes).
- Intervene early in low-level incidents.
- Take every report seriously and investigate factually.
- Record all incidents, however minor.
- Avoid dismissing bullying as “banter” or “just messing about.”

9. Sanctions and Support

Responses must be proportionate, supportive, and educational. They may include:

- Verbal reminders or restorative conversations.
- Reflection time or mediation.
- Behaviour plan or mentoring programme.
- Parental involvement.
- Removal from specific activities or sessions.
- Suspension from AP sessions (last resort when safety is at risk).

Sanctions will always be paired with supportive interventions to address root causes.

10. Cyberbullying

- Cyberbullying will be treated with the same seriousness as face-to-face bullying.
- Pupils are taught about responsible online behaviour.
- Filtering/monitoring systems are in place where applicable.
- Devices may be checked and confiscated if misuse is suspected (in line with statutory guidance).
- Staff, parents, and pupils receive guidance on staying safe online.

11. Staff Training

- All staff receive induction and annual training on preventing and responding to bullying and peer-on-peer abuse.

- Training covers online safety, prejudice-based bullying, and harmful sexual behaviour.
- DSL/DDSL ensures training content reflects current statutory guidance (KCSIE 2026).

12. Responsibilities

- **DSL & DDSL:** Lead on safeguarding response, oversee records, liaise with agencies.
- **Staff & Volunteers:** Remain vigilant, model respect, apply policy consistently.
- **Parents & Carers:** Support the anti-bullying ethos and work in partnership.
- **Pupils:** Treat others with respect, speak up about bullying, and support peers.
- **Trustees/Management:** Monitor policy implementation and hold leaders accountable.

13. Monitoring & Evaluation

- The DSL/DDSL reviews bullying incidents regularly.
- Trustees/management evaluate effectiveness annually.
- Pupil and parent/carer feedback is gathered to shape practice.

14. Review

This policy will be reviewed annually, or sooner if guidance or local needs change.

Appendix A – Pupil Reporting Options

- Speak directly to a trusted adult, DSL (Daryl-Anne Baguley), or DDSL (George Smith).
- Use MTTYP's confidential concern box / digital reporting form.
- Report anonymously if preferred.

Appendix B – Useful Support Contacts

- **Childline:** 0800 1111
- **NSPCC:** 0808 800 5000
- **Anti-Bullying Alliance:** www.anti-bullyingalliance.org.uk
- **The Diana Award:** www.diana-award.org.uk
- **CEOP (report abuse online):** www.ceop.police.uk