

ND SEND Specialists Ltd.

Anti-Bullying Policy

Designation	Name	Date	Signature
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Anti-Bullying Policy

1. Introduction

ND SEND Specialists Ltd (NDSENDS) is committed to creating a safe, respectful, and inclusive environment for all children and young people (CYP) receiving support. Bullying in any form is unacceptable and will not be tolerated. This policy outlines how NDSENDS will prevent, address, and respond to bullying incidents.

2. Policy Statement

Bullying can have a significant impact on a child's well-being, self-esteem, and ability to learn. ND SEND Specialists Ltd is dedicated to:

- Promoting a culture of **respect, kindness, and inclusion**.
- Preventing bullying through **proactive strategies and awareness**.
- Ensuring **all CYP feel safe, valued, and heard**.
- Responding **swiftly and effectively** to any reported incidents of bullying.

3. Definition of Bullying

Bullying is **repeated, intentional behaviour** that hurts, harms, or intimidates another person physically, emotionally, or socially. This can include:

- **Physical Bullying** – Hitting, pushing, kicking, or damaging property.
- **Verbal Bullying** – Name-calling, insults, threats, or offensive remarks.
- **Emotional Bullying** – Exclusion, spreading rumours, or manipulating friendships.
- **Cyberbullying** – Sending hurtful messages, posting harmful content online, or using digital platforms to intimidate or harass.
- **Discriminatory Bullying** – Targeting someone based on their disability, neurodiversity, race, gender, religion, or any protected characteristic.



4. Responsibilities

4.1 ND SEND Specialists Ltd (Sole Provider) Responsibilities

As the sole provider, the director of NDSENDS will:

- ✓ Promote positive behaviour and a culture of **zero tolerance** for bullying.
- ✓ Identify and challenge bullying behaviour wherever it occurs.
- ✓ Ensure CYP understand what bullying is and how to seek help.
- ✓ Respond swiftly and appropriately to any bullying concerns.
- ✓ Work collaboratively with **schools, families, and external agencies** to resolve issues.

4.2 CYP Responsibilities

All CYP supported by NDSENDS (where appropriate) are expected to:

- ✓ Treat others with **kindness and respect**.
- ✓ Report bullying to a trusted adult.
- ✓ Support peers who may be experiencing bullying.
- ✓ Engage in discussions about **positive behaviour and inclusion**.

4.3 Parent/Guardian Responsibilities

Parents/guardians play a crucial role in preventing and addressing bullying. They should:

- ✓ Encourage **open conversations** with their child about their experiences (where appropriate).
- ✓ Report any concerns about bullying **immediately**.
- ✓ Support their child in following the guidance of this policy.

5. Preventing Bullying

To reduce the risk of bullying, NDSENDS will:

- **Promote positive behaviour** through activities, discussions, and learning strategies.
- **Encourage self-awareness and emotional regulation** using evidence-based approaches.
- **Create a safe environment** where CYP feel confident speaking up.
- **Work in collaboration** with schools, families, and professionals to reinforce anti-bullying messages.



6. Reporting and Responding to Bullying

6.1 Reporting Bullying

Bullying concerns can be reported by:

- ✓ The CYP experiencing bullying.
- ✓ Witnesses (other CYP, staff, or parents).
- ✓ Schools or professionals working with the CYP.

All concerns should be raised as soon as possible so they can be addressed promptly.

6.2 Responding to Bullying

Upon receiving a report of bullying, NDSENDs will:

1. **Listen** – Take all concerns seriously and listen without judgment.
2. **Investigate** – Gather information from all parties involved.
3. **Intervene** – Work with the CYP, school, and parents to stop the bullying.
4. **Support** – Provide emotional and practical support to the affected CYP.
5. **Review** – Monitor the situation to prevent recurrence.

If the bullying is serious or involves safeguarding concerns, it may be referred to **external agencies**, such as the school's Designated Safeguarding Lead (DSL) or the local authority.

7. Cyberbullying

Given the rise of online interactions, ND SEND Specialists Ltd recognises the dangers of cyberbullying. To prevent and address cyberbullying:

- ✓ CYP will be **educated** on responsible digital behaviour.
- ✓ Any **online bullying concerns** will be reported and investigated.
- ✓ Parents will be advised on how to **monitor and support** their child's online safety.

8. Monitoring and Review

This policy will be reviewed **annually** to ensure it remains effective. Feedback from CYP, families, and professionals will be used to update and strengthen our anti-bullying approach.

For further guidance, please visit: <http://nd-send-specialists.co.uk>.



Appendix A: Bullying Incident Report Template

Bullying Incident Report	
Date of Report	
Reported By	
Date of Incident	
Time of Incident	
Location of Incident	
Names of Individuals Involved	
Type of Bullying	<input type="checkbox"/> Physical <input type="checkbox"/> Verbal <input type="checkbox"/> Emotional <input type="checkbox"/> Cyberbullying <input type="checkbox"/> Discriminatory <input type="checkbox"/> Other (please state)
Description of Incident	
Impact on the CYP	
Actions Taken	
Was Safeguarding Concern Raised?	
Follow-Up Actions	
Report Completed By	
Signature	
Date of Review	
Reviewed By	