Anti Bullying Policy

Policy implemented:	March 2025
Last reviewed:	September 2026
Next review due:	September 2027

EQUALITY AND DIVERSITY STATEMENT

Salutem Care & Education is committed to the fair and equitable treatment of all individuals in accordance with the Equality Act 2010. An Equality Impact Assessment has been completed for this policy to ensure it can be applied consistently and without discrimination. Salutem Care & Education is committed to safe, high-quality, person-centred services that uphold people's rights and dignity.

All colleagues (including volunteers, agency workers and contractors) must follow this policy, guided by our values. Policies are reviewed every two years; if a review is delayed, the current version remains in force until approved by the Policy Sponsor.

Training will support understanding, and people we support will be involved in reviews. Local procedures may support this policy, but corporate policies must not be changed locally without formal approval.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

1. Summary

The purpose of this Anti-Bullying Policy is to ensure that Beaumont College provides a safe, inclusive and respectful environment where all learners can learn, live and develop free from bullying, harassment, victimisation and discrimination. The College is committed to fostering a culture of dignity, kindness, equality and mutual respect in which bullying of any form is not tolerated.

This policy sets out Beaumont College's approach to preventing, identifying, reporting, investigating and responding to bullying behaviour, including cyberbullying. It outlines the responsibilities of learners, staff, families and leaders in promoting positive relationships and maintaining a safe learning environment across educational, residential, community and online settings.

As a specialist further education college, Beaumont College recognises that learners with Special Educational Needs and Disabilities (SEND) may be at increased vulnerability to bullying and may require additional support to recognise, understand and report concerns. The College is committed to ensuring that reasonable adjustments are made to enable all learners to access support, have their voices heard and feel safe within the college community.

The policy supports the College's safeguarding responsibilities and should be read alongside other relevant safeguarding, behaviour, equality, complaints and online safety policies. It promotes a proactive and preventative approach, ensuring that all concerns are taken seriously and addressed promptly, fairly and consistently.

2. Document Control

Policy Sponsor (Name & Role):	Vicky Muncaster (Assistant Principal)
Policy Reviewer (Name & Role):	Aaron Churchyard (Quality Manager for Education)
Approved by (Name/Role):	Melinda Glover (Quality Assurance Inspection & Regulation Director)

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

Date Implemented:	March 2025
Last Reviewed:	September 2026
Next Review Due:	September 2027
Version Number:	V2.0
Controlled Copy Location:	☒ BLINK ☒ Education Policy Hub
Policy category (tick):	☐Safeguarding ☐ Health & Safety ☐ Care practice ☐ HR/People ☒ Education ☐ Information Governance ☐ Other: [ ]
Policy Applies to:	**People we Support** ☐ Children/young people ☐ Families/Carers ☒ Adults ☒ Learners **Workforce** ☐ Volunteers ☒ Permanent ☐ Contractors ☐ Bank ☐ Agency ☐ Other: [ ]

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

Contents

1. Summary 2
2. Document Control 2
3. Contents 4
4. Definitions 4
5. Principles 6
6. Monitoring, Audit and Compliance 16
7. Areas of Responsibility 17
8. Learning and Development 20
9. Associated Documents 22
10. Legal, Regulatory & Standards Framework 23
11. Version Control 24
12. Appendices 24

4. Definitions

Bullying

Bullying is behaviour by an individual or group that is repeated over time and intentionally causes physical, emotional, psychological or social harm to another person. Bullying typically involves a real or perceived imbalance of power, making it difficult for the person experiencing the behaviour

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

to defend themselves. Bullying may occur face-to-face, online or through other forms of communication.

Cyberbullying

Cyberbullying is bullying behaviour that takes place through digital technologies and online platforms, including social media, email, messaging applications, online gaming platforms and mobile devices. Cyberbullying may include threatening messages, sharing inappropriate content, impersonation, exclusion from online groups or online harassment.

Hate Incident

A hate incident is any bullying, harassment or discriminatory behaviour motivated by prejudice towards an individual's protected characteristics, including disability, race, religion or belief, sex, sexual orientation or gender reassignment. Not all hate incidents constitute criminal offences, but all will be taken seriously and investigated appropriately.

Victim

The individual who experiences bullying behaviour, harassment or victimisation. Within Beaumont College, the welfare, safety and wellbeing of the victim will always be prioritised during any investigation and subsequent support planning.

Perpetrator

The individual or group responsible for carrying out bullying behaviour. The College recognises that some learners may require support to understand the impact of their actions, and interventions will aim to promote positive behaviour change alongside any appropriate disciplinary action.

Safeguarding

Safeguarding refers to the actions taken to protect learners from harm, abuse, neglect, exploitation and bullying, whilst promoting their welfare, safety and wellbeing. Bullying may be a safeguarding concern and will be managed in accordance with the College's safeguarding procedures.

Reasonable Adjustments

Reasonable adjustments are changes made to policies, procedures, communication methods or environments to ensure learners with Special Educational Needs and Disabilities (SEND) can

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

access support, report concerns and participate fully in investigations and interventions relating to bullying incidents.

Principles

Beaumont College is committed to providing a safe, supportive and inclusive environment in which all learners are treated with dignity and respect. The College maintains a zero-tolerance approach to bullying and recognises its responsibility to protect learners from behaviour that may have a negative impact on their wellbeing, safety, participation and achievement.

Every learner has the right to learn, live and participate in college life free from bullying, harassment, discrimination and victimisation. The College actively promotes positive relationships, equality, diversity, inclusion and mutual respect across all educational, residential and community-based activities.

Rationale

Bullying can have a significant impact on an individual's emotional wellbeing, confidence, mental health, safety and ability to engage in learning. For learners with Special Educational Needs and Disabilities (SEND), the effects of bullying may be particularly significant due to communication differences, social vulnerability, sensory needs, mental health difficulties or challenges in recognising and reporting concerns.

As a specialist further education college, Beaumont College recognises that some learners may require additional support to understand social interactions, identify inappropriate behaviour and communicate concerns. The College is committed to ensuring that all learners have access to appropriate support and are empowered to contribute to a positive and respectful college community.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

Aims

The College aims to:

- Promote a culture of kindness, respect and inclusion.
- Prevent bullying through education, awareness and positive relationships.
- Ensure all reports of bullying are taken seriously and addressed promptly.
- Support learners who experience bullying.
- Help learners understand the impact of bullying behaviour on others.
- Encourage learner voice and self-advocacy.
- Provide clear reporting and investigation procedures.
- Work collaboratively with families, carers and external professionals where appropriate.
- Ensure all learners feel safe and valued.

Understanding Bullying

Bullying is behaviour that is intentionally harmful, repetitive and involves a real or perceived imbalance of power. Bullying may be carried out by an individual or a group and can occur in person, online or through other forms of communication.

Bullying may take many forms, including:

Physical Bullying

- Hitting
- Kicking
- Pushing

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

- Damaging property
- Physical intimidation

Verbal Bullying

- Name calling
- Threats
- Offensive comments
- Mocking or ridicule

Emotional or Relational Bullying

- Social exclusion
- Deliberate isolation
- Intimidation
- Manipulation
- Spreading rumours

Discriminatory Bullying

- Racist bullying
- Disability-related bullying
- Homophobic bullying
- Biphobic bullying
- Transphobic bullying
- Faith-based bullying

Cyberbullying

- Threatening messages

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

- Online harassment
- Sharing images without consent
- Creating fake accounts
- Online humiliation
- Exclusion from online groups

Learners at Greater Risk

The College recognises that some learners may be at increased risk of experiencing bullying, including:

- Learners with SEND.
- Learners with communication difficulties.
- Learners with mental health needs.
- Learners living in residential provision.
- Learners from minority groups.
- Learners with protected characteristics.
- Learners who are neurodivergent.
- Learners who may experience social vulnerability.

Reasonable adjustments will be made to ensure all learners can access support, reporting processes and safeguarding arrangements.

Recognising Indicators of Bullying

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

Staff should remain vigilant to signs that bullying may be occurring. Indicators may include:

- Changes in attendance or punctuality.
- Withdrawal from activities.
- Loss of confidence.
- Anxiety or emotional distress.
- Unexplained injuries.
- Changes in communication.
- Changes in eating or sleeping habits.
- Personal belongings being damaged or missing.
- Reduced engagement in learning.
- Increased challenging behaviour.
- Reluctance to attend college or residential activities.

No single indicator confirms bullying; however, all concerns should be explored appropriately. Learners with communication difficulties may indicate distress through behavioural changes rather than verbal disclosure.

Prevention

The College adopts a proactive approach to preventing bullying through:

- Promotion of positive relationships.
- PSHE and tutorial programmes.
- Online safety education.
- British Values education.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

- Learner voice activities.
- Student Union involvement.
- Residential curriculum activities.
- Positive Behaviour Support approaches.
- Appropriate staffing and supervision.
- Awareness campaigns and themed events.
- Promotion of equality, diversity and inclusion.

Education relating to bullying, respectful relationships, digital safety and diversity is embedded throughout the curriculum and wider college experience.

Recording and Reporting

All concerns relating to bullying will be treated seriously.

Reports may be made by:

- Learners.
- Staff.
- Parents and carers.
- Residential staff.
- External professionals.
- Peer groups.
- Student representatives.

All incidents must:

- Be accurately recorded in accordance with college procedures.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

- Be reported to the Designated Safeguarding Lead (DSL) or Deputy DSL.
- Be appropriately investigated.
- Be risk assessed where required.
- Be monitored to ensure resolution and ongoing safety.

Cyberbullying

The College recognises that bullying can take place through digital technologies and online platforms.

Where cyberbullying is reported:

- Evidence should be retained whenever possible.
- Learners should be supported to remain safe online.
- DSLs will determine any safeguarding actions required.
- Parents, carers or external agencies may be involved where appropriate.
- Incidents will be investigated in the same manner as face-to-face bullying.

Bullying occurring outside of college may still be addressed where it affects a learner's welfare, safety or educational experience.

Support for Learners

Learners affected by bullying will receive support appropriate to their needs, which may include:

- Immediate reassurance.
- Access to a trusted member of staff.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

- Safeguarding support.
- Emotional wellbeing support.
- Counselling or therapeutic intervention where available.
- Speech and Language Therapy support where appropriate.
- Review of support plans and risk assessments.
- Restorative approaches where suitable.

The safety, wellbeing and wishes of the learner affected will remain central throughout the process.

Responding to Perpetrators

Where bullying behaviour is identified, interventions may include:

- Restorative conversations.
- Educational interventions.
- Positive Behaviour Support strategies.
- Social skills development.
- Increased supervision.
- Behaviour support plans.
- Formal warnings.
- Involvement of families or carers.
- Referrals to safeguarding or external agencies where appropriate.
- Disciplinary action in accordance with college procedures.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

The College recognises that some learners may require additional support to understand the impact of their behaviour on others and will seek to promote learning, accountability and positive behaviour change.

Risk Assessment and Management

Where bullying presents an ongoing risk to a learner's welfare, safety or participation, risk assessments will be completed and reviewed.

Control measures may include:

- Increased staffing support.
- Changes to timetables or routines.
- Enhanced supervision arrangements.
- Environmental adaptations.
- Residential support measures.
- Multi-agency involvement.
- Individual safeguarding plans.

Safeguarding and Escalation

Bullying may constitute a safeguarding concern and will be managed in accordance with the College's safeguarding procedures.

Immediate escalation is required where bullying involves:

- Physical assault.
- Sexual harassment.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

- Sexual violence.
- Hate crime.
- Criminal exploitation.
- Extremism.
- Online abuse.
- Self-harm concerns.
- Suicidal ideation.

The Designated Safeguarding Lead will determine any referrals required to external agencies, including children's services, adult safeguarding teams, the Police or other statutory partners.

Confidentiality and Information Sharing

Information relating to bullying concerns will be:

- Recorded accurately.
- Stored securely.
- Shared on a need-to-know basis.
- Managed in accordance with data protection legislation.
- Used to safeguard learners and manage identified risks.

Whilst confidentiality will be respected wherever possible, information may be shared where safeguarding or legal obligations require this.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

6. Monitoring, Audit and Compliance

Beaumont College is committed to ensuring that this policy is implemented consistently and effectively across all educational, residential and community-based learning environments. The effectiveness of this policy will be regularly reviewed to ensure that learners continue to feel safe, supported and able to achieve their full potential free from bullying, harassment or discrimination.

Compliance with this policy will be monitored through:

- Review and analysis of bullying incidents and trends.
- Safeguarding audits and quality assurance activities.
- Learner voice activities and feedback forums including tutorials.
- Student Union engagement and feedback.
- Complaints and concerns monitoring.
- Residential provision monitoring, where applicable.
- Behaviour and wellbeing data analysis.
- Safeguarding and governance reporting processes.

The Senior Leadership Team and Designated Safeguarding Leads will monitor incidents of bullying to identify:

- Emerging themes or patterns.
- Repeat incidents involving individuals or groups.
- Areas requiring additional intervention.
- Training needs for staff.
- Opportunities to strengthen preventative strategies.
- Risks relating to learner safety and wellbeing.

Information gathered through monitoring activities will be used to inform:

- Curriculum planning and development.
- Learner wellbeing initiatives.
- Staff training and professional development.
- Safeguarding priorities.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

- Risk management arrangements.
- Equality, diversity and inclusion initiatives.

The College will evaluate the effectiveness of this policy through:

- Reduction in bullying incidents where appropriate.
- Learner feedback regarding safety and wellbeing.
- Outcomes of quality assurance activities.
- Feedback from families, carers and external professionals.
- Safeguarding audits and inspections.
- Review of complaints and compliments.

Where concerns regarding compliance are identified, appropriate action will be taken. This may include:

- Additional staff guidance and supervision.
- Refresher training.
- Review of procedures and practice.
- Targeted quality assurance activity.
- Performance management processes where required.

This policy will be formally reviewed every two years, or sooner where there are significant changes to legislation, statutory guidance, regulatory requirements or organisational practice.

7. Areas of Responsibility

Effective implementation of this policy relies upon a whole-college approach. All members of the Beaumont College community share responsibility for promoting a culture in which bullying is not tolerated and where learners feel safe, respected and supported. The College recognises that the prevention and management of bullying is integral to safeguarding, learner wellbeing and the promotion of positive relationships.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

Senior Leadership Team

The Senior Leadership Team is responsible for:

Ensuring the effective implementation, monitoring and review of this policy.

Promoting an inclusive culture where bullying is not tolerated.

Ensuring appropriate resources are available to support implementation.

Monitoring trends, outcomes and emerging risks relating to bullying.

Ensuring safeguarding systems effectively identify and respond to bullying concerns.

Supporting staff to fulfil their responsibilities under this policy.

Ensuring compliance with statutory and regulatory requirements.

Designated Safeguarding Lead (DSL) and Deputy DSLs

The Designated Safeguarding Lead and Deputy DSLs are responsible for:

Providing oversight of bullying incidents and investigations.

Determining whether incidents meet safeguarding thresholds.

Ensuring appropriate recording, reporting and risk management measures are implemented.

Making referrals to external agencies where required.

Supporting staff to manage concerns appropriately.

Monitoring patterns and trends that may indicate wider safeguarding risks.

Ensuring learners receive appropriate support and protection.

Managers, Pathway Co-ordinators and Residential Leaders

Managers and operational leaders are responsible for:

Creating safe and inclusive learning environments.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

Promoting positive relationships and respectful behaviour.

Identifying and responding promptly to concerns.

Ensuring incidents are accurately recorded and reported.

Implementing support plans, risk assessments and agreed interventions.

Liaising with families, carers and external professionals where appropriate.

Monitoring outcomes and reviewing the effectiveness of interventions.

Supporting staff in the consistent application of this policy.

All Staff

All staff have a responsibility to:

Model respectful, inclusive and professional behaviour.

Promote equality, diversity and inclusion.

Remain vigilant to signs that bullying may be occurring.

Challenge inappropriate behaviour appropriately and safely.

Listen to learners and take all concerns seriously.

Report concerns in accordance with safeguarding and reporting procedures.

Maintain accurate and timely records.

Support learners to understand expected standards of behaviour.

Participate in training and development relating to safeguarding, behaviour and anti-bullying practices.

Learners

Learners are encouraged to:

Treat others with dignity, kindness and respect.

Contribute to a safe and inclusive college environment.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

Report concerns about bullying, whether experienced personally or witnessed.

Support peers appropriately and seek help when concerned about another learner.

Participate in restorative approaches and support processes where appropriate.

Engage positively with strategies designed to promote respectful behaviour and positive relationships.

Families, Carers and Advocates

Families, carers and advocates are encouraged to:

Work in partnership with the College to promote positive behaviour and relationships.

Report concerns about bullying promptly.

Support learners to engage with interventions and support plans.

Participate in meetings and reviews where appropriate.

Reinforce messages relating to respect, inclusion and online safety.

8. Learning and Development

Beaumont College is committed to ensuring that all staff have the knowledge, skills and confidence required to identify, prevent and respond effectively to incidents of bullying. Training and professional development form an essential part of the College's commitment to safeguarding, learner wellbeing and the promotion of positive relationships.

The College recognises that learners attending Beaumont may present with a range of Special Educational Needs and Disabilities (SEND), communication differences and individual vulnerabilities. Staff must therefore be equipped to recognise both overt and less obvious indicators of bullying, understand the potential impact on learners, and respond in a manner that is proportionate, person-centred and trauma-informed

Required Training

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

Staff will receive training appropriate to their role, which may include:

- Safeguarding and Child Protection.
- Adult Safeguarding.
- Equality, Diversity and Inclusion.
- Positive Behaviour Support.
- Online Safety and Cyberbullying.
- Prevent Duty.
- Mental Health and Wellbeing.
- Special Educational Needs and Disabilities (SEND).
- Communication and Interaction Strategies.
- Recording and Reporting Procedures.
- Professional Boundaries and Conduct.
- Induction and Refresher Training
- All newly appointed staff, agency staff and volunteers will receive appropriate induction to ensure they understand:
- The College's expectations regarding behaviour and inclusion.
- Their responsibilities under this policy.
- How to identify signs of bullying.
- Reporting and escalation procedures.
- Safeguarding responsibilities.

Mandatory training will be refreshed in accordance with organisational requirements and whenever significant changes are made to legislation, statutory guidance or College procedures.

Professional Development

The College will promote ongoing professional development through:

- Supervision and reflective practice.
- Team meetings.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

- Safeguarding updates.
- Quality assurance feedback.
- Specialist SEND training.
- Workshops and professional learning events.
- Sharing of learning from incidents, audits and reviews.
- Competency and Compliance

Managers are responsible for monitoring staff understanding and application of this policy through:

- Supervision.
- Observation of practice.
- Performance reviews.
- Training records.
- Quality assurance activities.
- Safeguarding audits.

Where knowledge gaps or development needs are identified, additional support, coaching, supervision or training will be provided to ensure staff remain competent and confident in implementing this policy effectively.

Beaumont College is committed to ensuring that all colleagues are appropriately supported to fulfil their roles. Colleagues should discuss their learning and development needs with their line manager through supervision, appraisal processes and ongoing professional development discussions.

9. Associated Documents

- Safeguarding and Child Protection Policy.
- Safeguarding Adults Policy and Procedure.
- Beaumont College Safeguarding Policy.
- Behaviour Policy.
- Positive Behaviour Support Policy and Procedures.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

- Online Safety Policy.
- Prevent Policy and Procedure.
- Equality, Diversity and Inclusion Policy.
- PSHE Policy.
- Relationships and Sex Education (RSE) Policy.
- Complaints and Feedback Policy.
- Whistleblowing Policy.
- Harassment at Work Policy and Procedure.
- SEND Policy and Procedures.
- Residential Provision Procedures (where applicable).

10. Legal, Regulatory & Standards Framework

- Equality Act 2010.
- Human Rights Act 1998.
- Children Act 1989.
- Children Act 2004.
- Care Act 2014.
- Data Protection Act 2018.
- UK General Data Protection Regulation (UK GDPR).
- Health and Safety at Work etc. Act 1974.
- Mental Capacity Act 2005.
- Keeping Children Safe in Education (KCSIE).
- Working Together to Safeguard Children.
- SEND Code of Practice: 0-25 Years.
- Prevent Duty Guidance.
- Department for Education: Preventing and Tackling Bullying Guidance.
- Department for Education: Behaviour in Schools Guidance.
- Relationships Education, Relationships and Sex Education (RSE) and Health Education Guidance.
- Ofsted Education Inspection Framework and associated inspection guidance.
- Further Education and Skills Inspection Framework.
- CQC Fundamental Standards, where applicable.
- Relevant local safeguarding partnership procedures and multi-agency safeguarding arrangements.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

11. Version Control

This is a controlled document. As a controlled document, any printed copies of this document, or saved onto local or network drives should be actively monitored to ensure the latest version is always available.

Version Number	Date	Author	Summary of Changes	Approved By
V1	March 2025	Julia Parks	New policy	Craig Harris
V2.0	July 2026	Lauren Hill	Policy reformatted into Beaumont Lancaster 2026 template and comprehensively reviewed. Content expanded to strengthen specialist FE, SEND, safeguarding and anti-bullying guidance compliance. No material changes to policy intent, reporting procedures or response arrangements.	Melinda Glover
V3	September 2026	Vicky Muncaster	Change of sponsor and reviewed by new sponsor	

12. Appendices

- Appendix A: (e.g., checklist)
- Appendix B: (e.g., flowchart)

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.

In this policy, "the Organisation" means Salutem Care & Education [Salutem Ld Bidco Iv Limited, Pathways Care Group Limited, Pathways 4 Care Ltd, Modus Care Limited, Clearwater Care (Hackney) Limited, Greenfield Close Residential Home Limited, Salutem Shared Services Limited, Salutem Shared Services Ii Limited, Salutem Shared Services Iii Limited, Modus Care (Plymouth) Limited, Salutem Ld Bidco Limited, Salutem Ld Bidco Ii Limited, Salutem Ld Topco Limited, Salutem Ld Topco Ii Limited, Newlife Care Services Limited, Pathways Daycare Limited, Amity Residential Care Limited]. References to "Salutem" are used as a short form.