



Bullying Policy

Date of Approval: 01 June 2021

Signed: Ruth Minhall _____ Position: Head of Service

Last reviewed: June 2021

Next review: June 2022

Bullying - Policy/Statement of Intent

At Tuition Extra we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere, whilst showing respect for the tutors and other associated adults working with them. Bullying is unacceptable, and as such, we would hope that all students within our service are able to tell us so that these incidents can be dealt with in a prompt and effective manner. We are a **telling** service, which means that if anyone knows that bullying is taking place we expect them to tell an adult within the service.

What Is Bullying?

We define bullying as deliberately hurtful behaviour, repeated over a period of time, where those who are bullied are powerless to defend themselves. Bullying can take many forms, but the three main types cause stress and have an emotional impact. It may not exclusively be between peers, and we should be mindful that adults may display bullying behaviour towards students.

- 1. Physical (examples include, hitting, kicking, theft)**
- 2. Verbal (racist, homophobic remarks and name calling), and**
- 3. Indirect (spreading rumours)**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. The service has a responsibility to respond promptly and effectively to issues of bullying, in line with our behaviour management policy.

Objectives of this Policy

All of us, teaching and non-teaching staff, students and parents should have an understanding of what bullying is. All teaching and non-teaching staff should know what the service policy is on bullying, and follow it when bullying is reported. All students and parents should know what the service policy is on bullying, and what they should do if bullying arises. We take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying. All reported incidents will be thoroughly and promptly investigated. If further action is required it may include arranging for restorative justice sessions and/or the full range of sanctions available to the service. Where appropriate the police may be involved. The effectiveness of any action taken should be checked after an appropriate period.

Bullying - Signs

Although parents are often the first to see warning signs, prevention of bullying is the responsibility of all members of our service. A child may indicate by signs or behaviour that he or she is being bullied.

Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of attending planned provision
- doesn't want to travel on public transport
- changes their usual routine
- Shows signs of school refusal or begins truanting planned provision
- becomes withdrawn anxious, or lacking in confidence
- starts stammering; attempts or threatens suicide or other self-harming behaviour
- cries themselves to sleep at night or has nightmares
- feels ill prior to attending planned provision
- begins to do poorly in their academic work
- asks for money or starts stealing money

- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings; stops eating; is frightened to say what's wrong; gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.