



## Anti-Bullying Policy for Learning Grove Education Limited

### 1. Introduction:

Learning Grove Education is committed to providing a safe, supportive, and inclusive environment for all students, staff, and visitors. Bullying of any kind is unacceptable and will not be tolerated. This policy outlines our commitment to preventing and addressing bullying, promoting respect and understanding, and creating a community where everyone feels valued and safe.

### 2. Definition of Bullying:

Bullying is defined as repeated and intentional behaviour that aims to harm, intimidate, or exclude another person. It can take many forms, including:

- **Physical Bullying:** This includes hitting, kicking, pushing, shoving, tripping, pinching, biting, scratching, spitting, throwing objects, damaging belongings, or any other form of physical violence.
- **Verbal Bullying:** This includes name-calling, insults, threats, taunts, teasing, spreading rumours, or any other form of verbal abuse.
- **Social/Relational Bullying:** This includes excluding someone from a group, spreading rumours or gossip, manipulating friendships, giving the "silent treatment," or any other behaviour aimed at damaging someone's social standing or relationships.
- **Cyberbullying:** This includes using electronic communication devices (e.g., mobile phones, computers, social media) to bully someone. This can involve sending hurtful messages, posting embarrassing photos or videos, creating fake profiles, or excluding someone from online groups.
- **Prejudice-Based Bullying:** This is bullying motivated by prejudice against someone's race, religion, ethnicity, nationality, gender, sexual orientation, disability, or any other characteristic.

### 3. Aims:

This Anti-Bullying Policy aims to:

- Prevent bullying from occurring.
- Address bullying incidents promptly and effectively.
- Support both victims and perpetrators of bullying.
- Create a culture of respect and inclusion.
- Raise awareness about bullying and its impact.



- Work in partnership with students, staff, parents/carers, and the wider community to tackle bullying.

## 4. Responsibilities:

- **All Members of the Learning Grove Community:** Everyone has a responsibility to create a safe and respectful environment. This includes challenging bullying behaviour, reporting incidents, and supporting those who have been bullied.
- **Staff:** Staff have a specific responsibility to be vigilant for signs of bullying, to intervene when bullying occurs, and to provide support to students involved. This includes documenting incidents, communicating with schools/parents/carers, and implementing appropriate consequences.
- **Students:** Students are expected to treat each other with respect, to report any incidents of bullying they witness or experience, and to support others who may be targeted.
- **Parents/Carers:** Parents/carers are encouraged to talk to their children about bullying, to report any concerns to Learning Grove Education and the school, and to support their efforts to address bullying.
- **Learning Grove Management:** Management is responsible for implementing this policy, providing training to staff, and monitoring the effectiveness of anti-bullying measures. If policy changes are required they will put these into place also.

## 5. Procedures for Reporting Bullying:

Students, staff, parents/carers, or anyone else who witnesses or experiences bullying should report it immediately to a member of staff. Reports can be made verbally or in writing. Learning Grove will take all reports seriously and will investigate them promptly and thoroughly.

## 6. Responding to Bullying:

Learning Grove will respond to bullying incidents in a consistent and appropriate manner. This may include:

- All incidents should be reported to the safeguarding team. Records will be kept to monitor any patterns or trends.
- Talking to the students involved (both the bully and the victim).
- Mediation or restorative justice approaches (where appropriate).
- Implementing consequences for bullying behaviour (e.g., verbal warnings, loss of privileges, suspension).
- Providing support to the victim of bullying (e.g., counselling, mentoring).
- Working with parents/carers to address the bullying behaviour.
- Involving external agencies if necessary (e.g., social services, police).



## **7. Support for Students Affected by Bullying:**

Learning Grove will provide support to both victims and perpetrators of bullying. This may include:

- Changing groups and activities where appropriate.
- Counselling or emotional support.
- Mentoring or peer support programs.
- Opportunities to develop social skills and emotional resilience.
- Involvement in restorative justice or mediation processes.

## **8. Prevention Strategies:**

Learning Grove will implement a range of strategies to prevent bullying, including:

- Educating students about bullying and its impact.
- Promoting positive relationships and respect.
- Creating a culture of inclusion and acceptance.
- Providing training to staff on how to prevent and address bullying.
- Developing and implementing anti-bullying programs.
- Celebrating diversity and challenging prejudice.

## **9. Cyberbullying:**

Learning Grove recognises that cyberbullying can be particularly harmful and will take steps to address it. This includes:

- Educating students about the dangers of cyberbullying.
- Providing guidance on how to stay safe online.
- Working with schools/parents/carers to address cyberbullying incidents.
- Limiting interaction with electronics while at Learning Grove.

## **10. Policy Review:**

This policy will be reviewed regularly to ensure its effectiveness and relevance.

## **11. Communication:**

This policy will be made available to all members of the Learning Grove community.



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## **12. Confidentiality:**

Learning Grove will handle all reports of bullying with sensitivity and confidentiality, while ensuring the safety and well-being of all students involved. Information will only be shared on a need-to-know basis.

## **13. Other**

If students find it difficult to talk to anyone at Learning Grove Education, school or at home then they can phone the 24 hour Childline service on 0800 1111. All calls are free and confidential and trained counsellors will help any young person with a problem.

Other support groups and agencies include:

NSPCC: 0800 800 5000

Samaritans: 08457 90 90 90

Stand up to Bullying [www.standuptobullying.co.uk](http://www.standuptobullying.co.uk)

Bullying UK [www.bullying.co.uk](http://www.bullying.co.uk)