

Anti Bullying Policy

Overview

Perfect Plus Tutoring works in partnership with schools and local authorities to ensure that we fulfil our vision of 'Empowering all students to flourish'. Bullying deprives people of the right to make progress and to achieve their full potential. Specifically, it deprives students of the right to an education within a safe, secure and positive environment. We will not tolerate bullying of any kind. Perfect Plus Tutoring aims to provide a caring, friendly and safe environment for all students, tutors and services we work with. This is dependent on maintaining high standards of behaviour, care and control so that all our students have the right to enjoy learning free from intimidation. Our students are always treated fairly, and with respect and dignity. If bullying does occur, all students should be empowered and encouraged to report incidents and be confident that incidents will be dealt with promptly and effectively. This policy is a subsidiary to our behaviour policy and aims to:

- set clear boundaries of acceptable behaviour.
- ensure the safety of students and tutors

Perfect Plus Tutoring the importance of maintaining good relations. between tutors and students and a creative approach to teaching. Perfect Plus Tutoring is an anti-bullying, inclusive and equal opportunity organisation which aims to always be proactive and assertive with dealing with bullying.

Definition of bullying

Bullying is identified as the systematic abuse of power by one person or a group of people over another person or group, which is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked and is often repeated and can continue for a long period of time. Bullying can include a wide range of behaviour. This may include:

- physical aggression: hitting, kicking, pushing, taking or damaging belongings;
- Verbal: name calling, mocking of accents, sarcasm, nasty teasing or spreading rumours
- Racial: racist taunts, graffiti or gestures.
- emotional: deliberately leaving someone out, tormenting (e.g. hiding books, threatening gestures) or ignoring someone



- Non-verbal: 'dirty' looks, gestures or staring
- Child on child abuse

Why is it important to respond to bullying?

- Bullying has a detrimental impact on esteem, as well as physical and mental health. Nobody should endure such suffering. Everyone has the right to be treated with respect. Anyone who is bullying needs to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.
- We aim to uphold an anti-bullying ethos during the delivery of all our online provision
- All tutors and students should be made aware of the nature of bullying and our policy for dealing with bullying.

Procedures for dealing with bullying

All allegations of bullying will be investigated thoroughly and sensitively. Tutors will take a calm, unemotional problem-solving approach when dealing with incidents of bullying behaviour reported by tutors, students or parents. In any incident of bullying, Perfect Plus Tutoring. Any conversations or interviews will be conducted with due regard to the rights of the students concerned. It is important to reassure students that the bullying will not get worse as a result of it being reported and it is important that the victim is not made to feel bad about reporting an incident.

If a tutor experiences bullying, this should be reported to Perfect Plus Tutoring immediately. Intimidating behaviour will not be tolerated in any form questions of what, when, who and why, in a calm manner, setting an example in dealing effectively with the conflict in a nonaggressive manner.

Incidents of one-off aggression will be managed according to Perfect Plus Tutoring's behaviour management policy. If it is concluded that a student has been engaged in bullying behaviour, it will be made clear to them to see the situation from the victim's point of view.

Students should be encouraged to report incidents of bullying in writing if they initially do not wish to talk directly to an adult. Tutors will ensure that these concerns are dealt with appropriately.



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Cyber Bullying

Many children and young people now own a mobile phone and have regular access to a computer, which has given rise to a new form of bullying. Cyber bullying is becoming increasingly more prevalent and it is important that we protect children from this form of harassment. Incidents of bullying will be pursued until the situation is resolved and everyone involved in the incident feels comfortable and able to continue their learning happily.

Whereby an act of cyber bullying meets a criminal threshold, services such as the police will be informed to support with dealing with any such incidents

Implementation, Monitoring and Review of this Policy

Nicole King has overall responsibility for implementing and monitoring this policy, which will be reviewed on a regular basis following its implementation (at least annually) and additionally whenever there are relevant changes in legislation or to our working practices.

Any queries or comments about this policy should be addressed to Nicole King.

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Next Review Due February 2027