The Community Schools Anti Bullying Policy and Procedures

Reviewed 10th February 2025 by Claire Meadows-Smith - Principal

The Community Schools is in full compliance with Keeping Children Safe in Education 2024

The purpose of this policy statement is:

- to prevent bullying from happening between students
- to make sure bullying is stopped as soon as possible, if it does happen and that those involved receive the support they need
 - to provide information to all tutors, students and their families about what we should all do to prevent and deal with bullying

This policy statement applies to tutors, students and their families.

What is bullying?
Bullying includes a range of abusive behaviour that is
- repeated
- intended to hurt someone either physically or emotionally

Verbal abuse:
- name-calling
- saying nasty things to or about a child or their family.

Physical abuse:
- hitting a child
- pushing a child
- physical assault

Emotional abuse:
- making threats
- undermining a child
- excluding a child from a friendship group or activities

The Community Schools CIC is a **not-for-profit cooperative** of qualified teachers dedicated to providing safe and affordable access to the highest quality tutoring according to needs that are not properly satisfied by the education system.

Cyberbullying/online bullying:
- excluding a child from online games, activities or friendship groups
- sending threatening, upsetting or abusive messages
- creating and sharing embarrassing or malicious images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games
- voting for or against someone in an abusive poll
- setting up hate sites or groups about a particular child
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name

We believe that:
- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them

We recognise that:
- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying

We will seek to prevent bullying by:
- developing a code of behaviour that sets out how tutors, students and their families are expected to behave, in face-to-face tutoring and online
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place

Diversity and inclusion
We recognise that bullying is closely related to how we respect and recognise the value of diversity.
We will be proactive about:
- seeking opportunities to learn about and celebrate difference
- increasing diversity within our tutors, students and their families
- welcoming new members to our organisation

Procedures
Responding to bullying
Although the opportunities for bullying in our tutoring sessions are limited we recognise that it can take place and have developed these anti bullying procedures
We will make sure our response to incidents of bullying takes into account:
- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- the needs of any bystanders

When responding to incidents or allegations of bullying it's important for tutors to:
- listen to all the students involved to establish what has happened
- record details of the incident and any actions you've taken
- inform your DSL
- inform parents and carers (unless doing so would put a child at further risk of harm)
- provide support to the student being bullied, students who witnessed the bullying and the students who has been accused of bullying
- ask the student who has been bullied what they would like to happen next
- consider appropriate sanctions for students that have carried out bullying, including removal from tutoring.
- continue to monitor the situation even if the situation has been resolved

When responding to online bullying:
We will :
- make sure children know not to retaliate online or reply to any bullying messages
- make sure children understand how they can take steps to prevent online bullying from happening again, for example by changing their contact details, blocking contacts or leaving a chat room
- ask the child if they have shared the bullying content with anyone else (if so, who)

If bullying content has been circulated online, take action to contain it:
- if appropriate, ask the person responsible to remove the content
- contact the host (such as the social networking site) and ask them to take the content down
- contact the NSPCC helpline for advice about what to do

If the content is illegal, contact the police who can give advice and guidance.
We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.
Related policies and procedures
This policy statement should be read alongside our organisational policies and procedures including:
• Safeguarding and child protection policy and procedures
• Behaviour Codes
• Commitment to Equal Opportunities

Contact details of the nominated anti-bullying lead

Claire Meadows-Smith
claire@thecommunityschools.co.uk
0774 703 741

NSPCC Helpline 0808 800 5000

Next Review Date September 2025