



Anti-Bullying Policy

Name of setting: Tigers Education Ltd

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Policy review dates and changes:

Review Date	By Whom	Summary of Changes Made	Date Implemented

Scope

This policy applies to all members of the Tigers Education community, including staff, pupils, parents/carers, and other stakeholders.

Principles

Respect and Inclusion: We believe in treating every individual with dignity and fairness. All actions under this policy will be carried out consistently, respecting the rights of every individual.

Support for All: We are committed to fostering a supportive, safe, and caring environment where everyone can work and learn without fear. We will make reasonable adjustments for staff with disabilities and ensure that no one is subject to bullying or abuse.

Collective Responsibility: Everyone has a duty to work together to prevent and respond to bullying, especially protecting vulnerable individuals.

Key Policies Linked to Anti-Bullying:

This policy aligns with several key areas, including:

- Safeguarding
- Equal Opportunities
- Behaviour Management
- Staff Welfare
- E-Safety and Cybersecurity
- Teaching and Learning
- Peer on Peer Abuse

Purpose

- To establish a safe and positive atmosphere for everyone in the Tigers Education community.
- To ensure all forms of bullying are recognised and dealt with promptly and fairly.
- To encourage the reporting of incidents and ensure that victims of bullying are supported.
- To provide appropriate sanctions for perpetrators of bullying and help them understand the impact of their actions, encouraging positive behavioural change.
- To promote consistent practices throughout the Tigers Education in dealing with bullying incidents.

Bullying Definition

Bullying is defined as repeated, intentional behaviour meant to harm someone physically or emotionally. It often targets specific groups based on characteristics such as race, religion, gender, or sexual orientation.

Forms of bullying include:

- Physical, verbal, relational, and emotional abuse.
- Cyberbullying.
- Sexual or racial harassment.
- Some types of bullying may be illegal, such as violence, harassment, and hate crimes, and should be reported to law enforcement.

Specific Examples of Bullying

- **Racist Bullying:** Incidents perceived as racist by the victim or others, including verbal abuse, threats, or racist graffiti.
- **Sexual Bullying:** Inappropriate comments, touching, or sexual innuendos.
- **Cyberbullying:** Use of electronic communication to harass or intimidate, including text bullying, social media abuse, or creating fake profiles.
- **Disability or SEN-Related Bullying:** Targeting individuals based on their learning difficulties or physical disabilities.

Whole Tigers Education Approach to Bullying

- Incorporate anti-bullying strategies into the curriculum (e.g., RSE and PSHCE).
- Involve staff, parents, and pupils in tackling bullying through consistent engagement, support networks, and restorative practices.

Guidance for Handling Bullying Incidents

- **For Staff:** All staff must take responsibility for addressing incidents of bullying, ensuring victims are supported and perpetrators are held accountable.
- **For Pupils:** Encouraged to report bullying and assured of protection and action.
- **For Parents/Carers:** Work closely with staff to address concerns and support the resolution process.

Responsibilities

Senior Leadership Team:

- Create a culture of empathy, ensure bullying is addressed in the curriculum, and provide staff with the necessary training.

Staff:

- Model high expectations of behaviour and report any incidents of bullying in line with the Tigers Education's procedures.

Pupils:

- Responsible for their behaviour and encouraged to report bullying.
- **Parents/Carers:** Support the Tigers Education in maintaining a positive environment by addressing their child's behaviour, both positive and negative.

Statutory Responsibilities

Comply with the Equality Act 2010 by eliminating discrimination and fostering good relations among all groups.

Uphold the Human Rights Act 1998 by taking bullying seriously and protecting the rights of all pupils.

Ensure compliance with laws concerning malicious communications, harassment, and other criminal forms of bullying.

Support and Reporting

For Victims: Provide clear steps for pupils and parents to follow if bullying occurs, ensuring that support is available.

For Perpetrators: Work with those exhibiting bullying behaviour to help them understand the impact and change their behaviour.

Monitoring and Review

Regularly monitor the effectiveness of the anti-bullying policy, report incidents, review annually and update practices accordingly.