



Anti-Bullying Policy

Overview

Connect-ED Learning is committed to providing an inclusive, supportive and safe environment for every student, regardless of their neurodiversity, background, or individual differences. Whether engaging in 1:1 tutoring or accessing our Education Other Than At School (EOTAS) provision, we understand that bullying in any form can severely undermine the well-being, confidence, and academic development of children and young people.

As such, we pledge to foster a culture of respect, understanding, and advocacy to ensure every student feels safe, valued, and celebrated in their learning journey. This policy outlines our stance on bullying and provides guidance on identifying, addressing, and referring bullying concerns to ensure swift and appropriate action is taken.

Definition of Bullying

Bullying is any deliberate, harmful, or repetitive behaviour that causes physical or emotional harm to another person. In tutoring and EOTAS contexts, this can manifest across both physical and digital spaces and includes:

- **Physical Bullying:** Hitting, pushing, or any form of physical aggression or unwanted contact.
- **Verbal Bullying:** Name-calling, teasing, mocking, or making inappropriate and derogatory comments.
- **Emotional Bullying:** Purposeful exclusion, spreading harmful rumours, manipulation, or intimidation.
- **Cyberbullying:** Using digital learning platforms, messaging apps, emails, or social media to harass, threaten, or humiliate a peer.
- **Discrimination-Based Bullying:** Targeting a student based on their neurodiversity, gender, race, religion, disability, sexuality, or any other personal characteristic.

Procedures for Addressing Bullying

At Connect-ED Learning, we are dedicated to preventing and responding to bullying in a way that upholds the dignity of every student. The following steps are taken by our staff and tutors to address incidents:

Prevention and Awareness

Active Monitoring: All tutors, staff, and volunteers play an active role in recognising early signs of distress or bullying, maintaining a vigilant eye during sessions and group activities.

Promoting Inclusivity: Students will be actively guided on kindness, inclusion, and the importance of advocating for themselves and others within their learning environments.

Open Channels: We establish open lines of communication, encouraging students and parents to report concerns without fear of retaliation or judgment.

Immediate Response

Prompt Action: If bullying is suspected or reported across any of our services, staff will act immediately to investigate the situation liaising with appropriate professionals whether that be the Local Authority or named school.

Pupil Support: All children involved will be supported, and immediate safety or safeguarding concerns will be prioritised.

Empathetic Approach: The situation will be handled with empathy and respect for all parties involved, focusing on defusing tension and restoring a safe learning space.

Following Up a Concern:

- **Making a Referral or Passing on a Concern**
If a student, parent, tutor, or staff member has a concern about bullying or suspects a child is being targeted, the following process must be followed:
- **Identify the Concern:** Recognise the signs of bullying or actively listen to the concerns shared by a student or parent. This may include noticing sudden changes in engagement, emotional distress, avoidance of tutoring sessions, or physical signs of harm.
- **Report the Concern:** Concerns must be reported immediately to a designated staff member or safeguarding lead. Reports can be made verbally or in writing, and anonymity will be respected if requested.
- **Initial Response:** The designated staff member will formally record the details of the concern and begin an investigation promptly. The student involved will be supported, reassured, and any immediate safety risks will be managed.
- **Referral:** If the situation requires further escalation (or constitutes a wider safeguarding risk), it may be referred to external professionals, local authorities, or specific EOTAS coordinators. Referrals are handled with strict confidentiality.
- **Ongoing Support:** The target of the bullying, alongside any witnesses, will receive appropriate emotional and social support. Regular check-ins will be scheduled to ensure the behaviour has ceased and the student feels completely safe continuing their education with us.

Conclusion

At Connect-ED Learning, we strive to create an educational environment where every student feels safe, accepted, and valued. We take bullying incredibly seriously and are committed to addressing it with compassion, fairness, and respect. Together, we can create a nurturing, positive space where children can feel safe heard and understood.

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