



EduDiverse

Anti-Bullying Policy



Anti-Bullying Policy

Introduction & Purpose

This policy is the Anti-Bullying Policy for EduDiverse which will be followed by all members of EduDiverse and promoted by those in the position of leadership. This policy will be applied to all students and EduDiverse staff.

Policy Principles & Values

EduDiverse is committed to developing an anti-bullying culture where the bullying of adults and students is not tolerated in any form.

EduDiverse defines bullying as **behaviour by an individual or group, repeated over time that intentionally hurts another individual either physically or emotionally.**

EduDiverse recognises bullying as a form of child-on-child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

EduDiverse recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

By effectively preventing and tackling bullying, EduDiverse can help to create a safe and disciplined environment, where students are able to learn and fulfil their potential

Procedures

- EduDiverse will monitor and review the anti-bullying policy and practice on a regular basis.
- EduDiverse supports staff to promote positive relationships to help prevent bullying.
- EduDiverse will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- EduDiverse will ensure our students are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- EduDiverse recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents or carers and commissioning schools regarding all reported bullying concerns and will seek to keep them informed at all stages.
- EduDiverse will deal promptly with grievances regarding EduDiverse's response to bullying in line with our complaints policy.
- EduDiverse will utilise support from the commissioning school or Local Authority and other relevant organisations where appropriate.
- EduDiverse will support students and staff who have been bullied and those who have perpetrated bullying.
- EduDiverse will create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.



- EduDiverse will openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.

EduDiverse will take the following steps when responding to all incidents of bullying reported to EduDiverse:

- EduDiverse will provide appropriate support for the person being bullied –making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The DSL, will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- EduDiverse will speak with and inform commissioning schools or Local Authority of any bullying concerns raised by its students.
- EduDiverse will ensure parents or carers are kept informed about the concern and action taken, as appropriate and in line with child protection and GDPR.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children’s social care, if a student is felt to be at risk of significant harm.
- A clear and precise account of bullying incidents will be recorded by staff using the Concerns Form which will be shared with the commissioning school or Local Authority.

EduDiverse will take the following steps when responding to all cyberbullying concerns reported to EduDiverse:

- EduDiverse will act as soon as an incident has been reported or identified.
- EduDiverse will provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- EduDiverse will encourage the person being bullied to keep any evidence of the bullying activity to assist any investigation.
- EduDiverse will work with the individuals and commissioning school or Local Authority to prevent the incident from spreading.
- EduDiverse will take steps to change the attitude and behaviour of the bully.
- EduDiverse will inform the police if a criminal offence has been committed.
- EduDiverse will provide information students regarding steps they can take to protect themselves online. This may include: Advising those targeted not to retaliate or reply, ;Providing advice on blocking or removing people from contact lists; Helping those involved to think carefully about what private information they may have in the public domain.

This policy was last reviewed on:

Date: 30/08/2025

Signed: James Ranson (DSL)

Reviewed: August 2025