

Anti-bullying Policy

Introduction

This policy outlines Tutor The Nation's approach to preventing bullying within the organisation. This includes any bullying that occurs between staff members, volunteers, or young people.

Policy

Defining bullying

Bullying is a term referring to abusive behaviour that is repeated and intended to hurt someone either physically or emotionally.

Bullying might occur between young people, but it can also occur between an adult and young person. To this end, Tutor The Nation's anti-bullying policy seeks to ensure that bullying is prevented and appropriately responded to regardless of the instigator and victim.

Preventing bullying

We will seek to prevent bullying by:

- Using codes of conduct which set out clear behaviour expectations
- Training staff and volunteers to understand what bullying is and how to prevent it
- Making the young people we support aware of how to raise concerns if they feel they are being bullied

Responding to bullying

Accusations of bullying should always be directed to the Designated Safeguarding Lead, who will decide on appropriate next steps.

When responding to bullying, we will make sure that our response always takes into account:

- The needs of the person being bullied
- The needs of the person displaying bullying behaviour
- The needs of any bystanders
- Tutor The Nation as a whole

In some cases, the Designated Safeguarding Lead may treat an instance of bullying as a safeguarding concern and respond to it using the *Procedure for dealing with concerns about a child* or the *Procedure for dealing with allegations or concerns about a staff member or volunteer working with a child*.

In other cases, the Designated Safeguarding Lead may recommend that an involved staff member or volunteer is subject to internal disciplinary procedures.

In all cases, any recorded incidents of bullying will be recorded at regular intervals in order to ensure that problems are resolved in the long term and that there are no persistent patterns of bullying behaviour.

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 staff, volunteers, children, and young people
- Welcoming new members to our organisation

In the event of questions or concerns about this statement

In the first instance, all questions and concerns about this statement, or Tutor The Nation's other safeguarding policies and procedures, should be raised with the charity's Designated Safeguarding Lead, Ros Llewelyn, via email to safeguarding@tutorthenation.org.

Further questions concerning safeguarding and child protection should be directed to the NSPCC's Child Protection Helpline - 0808 800 5000.

This policy was last reviewed on 9th August 2022.

This policy will next be due for review on 9th August 2023.

Approved By: Jacob Kelly, Executive Officer

Signature:

