

## Anti-bullying policy statement.

21<sup>st</sup> April 2023

### **The purpose and scope of this policy statement:**

Simply Great Education (a trading name of TRM Technology Ltd) works with children and families as part of its activities. These include education services, SEN provision home school tuition, group workshops and after school/weekend club activities.

The purpose of this policy statement is:

- To prevent bullying from happening in our organisation
- 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 staff, volunteers, children, and their families about what we could all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of Simply Great Education including directors, senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

### **What is bullying?**

Bullying includes a range of abusive behaviour that is repeated and intended to hurt someone either physically or emotionally.

### **Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

### **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 to practise in a way that protects them.

### **We recognise that:**

- Bullying causes real distress. It can affect a person's health and development and, at the extreme, 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 everyone involved in our organisation is expected to behave in face-to-face and online contact.
  - Holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it. These discussions will focus on group members' responsibilities to look after one another and uphold the behaviour code.
  - Respecting the fact that we are all different.
  - making sure that no one is without friends.
  - Deal with problems positively.
  - Checking that our anti-bullying measures are working well.
  - Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying.
- 
- Making sure our response to bullying incidents considers the needs of the person being bullied, the needs of the person displaying bullying behaviour, the needs of any bystanders and our organisation as a whole.
  - Reviewing the plan developed to address bullying incidents regularly 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:

- Child protection / safeguarding policy statement.
- Procedures for responding to concerns about a child or young person's wellbeing.
- Dealing with allegations made against a child or young person.
- Managing allegations against staff and volunteers.
- Code of conduct for staff and volunteers.
- Online safety policy and procedures for responding to concerns about online abuse.

### **Contact details**

#### **Designated Safeguarding Officer**

Name: Tim Powell Morris

Phone/email: [info@simplygreat.education](mailto:info@simplygreat.education) /01626 200456

We are committed to reviewing our policy and good practice **annually**. This policy was last reviewed on:

21<sup>st</sup> April 2023

TPM