

Anti-Bullying Policy

Owner: World of Education Ltd

Effective Date: 02/10/2025

Review Date: 02/10/2026

1. Policy Statement

At World of Education, we believe that every learner has the right to feel safe, valued, and respected. Bullying in any form is unacceptable and will not be tolerated. We are committed to preventing bullying through a proactive, relational, and restorative approach that supports both the target and the person displaying bullying behaviour.

Our provision promotes a culture of kindness, inclusion, and empathy.

2. Aims of This Policy

- To prevent bullying of all kinds
- To ensure all learners, staff, and families know what bullying is and how to report it
- To respond swiftly and appropriately to all concerns
- To support the wellbeing of everyone involved
- To promote a positive and inclusive culture, online and offline

3. What Is Bullying?

Bullying is defined as deliberate behaviour that is repeated over time, intended to cause hurt, fear, or humiliation, and involves a power imbalance between those involved.

Bullying can be:

- Verbal – name-calling, teasing, threats
- Physical – hitting, kicking, unwanted physical contact
- Emotional – isolation, exclusion, intimidation
- Online (cyberbullying) – spreading rumours, online harassment, posting harmful content
- Prejudicial – racism, sexism, homophobia, transphobia, ableism, faith-based discrimination
- Sexual or gender-based – comments, gestures, inappropriate touching or online harassment

4. Vulnerable Learners

Learners who may be particularly vulnerable to bullying include those who:

- Have SEND or EHCPs
- Are neurodivergent
- Experience mental health challenges or trauma
- Are Looked After Children or care leavers
- Are LGBTQ+ or questioning
- Are from minority ethnic or religious backgrounds

5. Prevention Strategies

We prevent bullying by:

- Establishing clear behaviour expectations based on respect and empathy
- Teaching kindness, inclusion, and online safety across the curriculum
- Promoting learner voice through surveys and learner-led activities
- Using restorative and relational practices to build healthy peer relationships
- Monitoring social dynamics and digital behaviour closely
- Providing key adults and safe spaces for vulnerable learners
- Ensuring all staff model respectful communication and challenge unkindness

6. Recognising the Signs of Bullying

Signs that a learner may be experiencing bullying include:

- Unexplained injuries or possessions going missing
- Anxiety, low mood, or school avoidance
- Changes in engagement or behaviour
- Avoidance of certain individuals or areas
- Upset after being online

Staff/tutors are trained to spot both direct and subtle indicators, particularly in learners who may not be able to articulate their experience clearly.

7. Reporting Bullying

Anyone can report bullying including learners, staff/tutors or parents/guardians.

Reports can be made:

- In person to a trusted adult

- By email to World of Education (info@worldofeducation.online)
- Via the website (www.worldofeducation.online) > My Safe Space > Report Bullying
- During online 1:1s or sessions

8. Responding to Bullying

All reports of bullying will be:

- Taken seriously and investigated sensitively
- Handled in line with safeguarding and behaviour policies
- Resolved using restorative approaches, where appropriate
- Supported with individual safety

We will support the target of bullying by:

- Providing emotional support and safe spaces
- Reviewing service, peer group, and supervision
- Involving parents/carers and external support (if needed)

9. Cyberbullying

Cyberbullying will be treated with the same seriousness as face-to-face bullying. It may include, but is not limited to:

- Hurtful or threatening messages
- Sharing private images or information
- Online exclusion or impersonation
- Harassment through social media or gaming platforms

Staff will:

- Educate learners about online respect and safety
- Monitor online spaces used for learning
- Support learners in securing accounts and reporting abuse/bullying
- Involve families and external support if necessary

10. Working with Families

We work with parents and carers at their request to:

- Share concerns quickly and clearly

- Agree joint actions and safety strategies
- Offer signposting to additional services if needed

We will inform the parents or carers of the learner who has experienced bullying and, where appropriate, the parents or carers of the learner whose behaviour has caused harm. This ensures that families are fully aware of the situation, can support their child at home, and can work in partnership with us to resolve the issue.

11. Monitoring and Review

Bullying incidents are:

- Logged immediately by staff using the agreed reporting system.
- Reviewed within 5 working days by the safeguarding team to ensure appropriate action is being taken.
- Analysed termly for patterns relating to groups, settings, or individuals.
- Reported annually to senior management and used to inform changes to the learning environment, support, or staff training.

12. Responsibilities

Role	Responsibility
All Staff	Model respect, challenge bullying, report concerns
Senior Management	Oversee incidents, and safeguarding
Learners	Treat others with respect, report concerns
Parents/Carers	Support positive behaviour, communicate concerns

13. Policy Review

This Anti-Bullying Policy will be reviewed annually, or sooner if required, to ensure it remains effective, up to date with legislation, and aligned with best practice in safeguarding and education. Feedback from learners, parents/guardians, tutors, and staff will be considered as part of the review process.

14. Contact

If you have any concerns or questions about this policy, or wish to report a bullying incident, please contact us at info@worldofeducation.online.

Designated Safeguarding Lead (DSL): Holly Botterill

Owner: World of Education