



**Educ8**

Education Delivered with Utmost Care

## **Educ8 (Luton) Ltd**

(Hereinafter referred to as "Educ8")

*A bespoke 1:1 tuition service, where the education delivered is tailored to meet the exact requirements of the student involved.*

### **ANTI BULLYING POLICY**

#### **Rationale**

We believe that every student and tutor has the right to enjoy their learning, teaching, and leisure free from intimidation, both in the learning environment and in the surrounding context.

Bullying includes any form of physical or verbal behaviour which is repetitive, wilful, and persistent, and which is intended to make the victim feel bad, and the bully feel good. It is behaviour which is intentionally harmful.

Examples of bullying include physical aggression, threatening behaviour, racism, sexism, homophobia, taking or damaging another person's property, forcing others to do things against their will, name calling, spreading malicious stories, and the use of technology to intimidate or humiliate others.

We wish to promote an open, transparent, and honest culture where students, parents, carers, and staff support each other by reporting all instances of bullying. All reported incidents of bullying will be treated seriously, and where necessary, parents and appropriate external agencies will be informed, and appropriate action will be taken.

#### **Aims**

- To provide a framework within which students, tutors, parents, and carers can work together to create a safe environment for all
- To raise awareness among students and adult members of the community of the adverse effects of bullying
- To create the conditions in which all members of the community accept that they share responsibility for eliminating bullying
- To counter the negative perception that nothing is done about bullying
- To foster the positive resolution of conflict
- To facilitate the development of a consistent approach where appropriate action is taken in every case
- To provide guidelines for tutors on how to deal effectively with bullying in its overt and more subtle forms
- To support staff if they feel that they are being bullied or harassed



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### **Practice**

All incidents of bullying will be taken seriously, whether raised by students, staff, parents, or carers. They will be investigated thoroughly, and every effort will be made to resolve issues as quickly as possible.

All concerns should be reported as soon as is practicably possible to the Company Director, Nigel Jones, who will speak to all parties concerned within 24 hours. Where appropriate, the Designated Safeguarding Lead (DSL) or safeguarding lead will also be informed.

If an amicable resolution cannot be reached between stakeholders, external agencies may be involved, or a reorganisation of provision may be put into place. If the concerns relate to the Company Director, the Inclusion and Alternative Provision Team should be contacted immediately.

Some types of bullying are illegal and should be reported to the police. This includes bullying that involves:

- Harassment and intimidation over a period of time, including calling someone names or threatening them, making abusive phone calls, sending abusive emails or texts, or abuse using social media
- Hate crime, a crime typically involving violence that is motivated by prejudice on the basis of race, religion and faith, sexual orientation, gender identity, disability, or beliefs

### **Success Criteria**

- A comfortable, enjoyable environment for learning where there is a feeling of trust and respect between all stakeholders
- All bullying is taken seriously
- Incidents are quickly dealt with, investigated, and resolved to stakeholders' satisfaction
- Persistent bullying behaviour is addressed appropriately, which may involve police or other agencies
- Students and staff will be made aware of this policy through meetings, induction, and ongoing consultation

### **References**

- Equality Act 2010
- Department for Education: Keeping Children Safe in Education (2024)
- Department for Education: Working Together to Safeguard Children (2023)



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- Department for Education: Preventing and Tackling Bullying (2017)
- Department for Education: Cyberbullying: Advice for Headteachers and School Staff
- Stonewall guidance (supporting equality and inclusion)
- Kidscape guidance on bullying prevention and intervention

### **Review**

N K Jones  
September 2026

Review Date  
September 2027