



Anti-Bullying Policy

1. Statement of Intent

At HB Tuition, we are dedicated to fostering a caring, friendly, and safe environment where all students can learn and grow without fear of bullying. We believe that every individual deserves respect and the opportunity to thrive. Bullying of any kind is unacceptable and will be addressed promptly and effectively.

2. Definition of Bullying

Bullying is the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. It can be:

- Emotional: Excluding, tormenting, or spreading rumours.
- Physical: Hitting, kicking, or any use of violence.
- Verbal: Name-calling, sarcasm, or teasing.
- Cyber: Misuse of digital technologies to harm others.

3. Objectives of the Policy

- Ensure all staff, students, and parents understand what bullying is.
- Establish clear procedures for reporting and responding to bullying incidents.
- Support victims of bullying and work with perpetrators to change behaviour.
- Create an environment where bullying is not tolerated.

4. Signs and Symptoms

Staff and parents should be vigilant for signs such as:

- Unexplained injuries or lost possessions.
- Changes in behaviour, such as becoming withdrawn or anxious.
- Declining academic performance.
- Reluctance to attend sessions.

5. Prevention Strategies

- Promote a positive and inclusive culture through regular discussions and activities.
- Encourage open communication between students and staff.
- Provide training for staff to recognise and address bullying.
- Implement clear rules and expectations regarding behaviour.

6. Reporting and Responding to Bullying

- Students are encouraged to report bullying to any staff member.
- All reports will be taken seriously and investigated promptly.
- Parents will be informed of incidents and involved in the resolution process.
- Appropriate support will be provided to all parties involved.

7. Support for Students

- Victims will receive support to rebuild confidence.
- Perpetrators will be guided to understand the impact of their actions and encouraged to change behaviour.
- Ongoing monitoring to prevent recurrence.

8. Monitoring and Review

- Regularly review the effectiveness of the policy.
- Gather feedback from students, parents, and staff.
- Update the policy as needed to reflect best practices.

Reviewed: May 2025	Andrew Booth
Next review: May 2026	