



Anti-Bullying Policy

Introduction

AT TLC we wish to prevent children becoming hurt and upset and ensure that, if difficult situations arise, they are dealt with appropriately. This policy wished to ensure that;

Every child has the right to be treated fairly and with respect.
(Article 2, UN Convention on the Rights of the Child)

Every child has the right to be protected from harm.
(Article 19, UN Convention on the Rights of the Child)

All children have the absolute right to be educated and in a safe and secure environment and the rights of our children underpin our policy and practise at TLC Live.

Aims

To promote the welfare of the children within our care and to prevent hurtful situations developing .

To clarify the company's responsibility for responding to incidents of bullying and to emphasise to staff and pupil's TLC's zero tolerance attitude towards bullying behaviour.

To eliminate intimidating behaviour and promote an ethos in which pupils are safe and able to realise their full potential.

To address any problem of bullying and to bring it under control, through the implementation of this policy.

To reassure schools, parents and carers this company takes their children's welfare seriously and that they are being educated in a safe and secure environment.

Objectives

To raise awareness among staff about the issues of bullying and the company's attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.



To be proactive in the prevention of bullying.

To make pupils and staff aware of what steps to take when an incident of bullying has occurred.

To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.

To clarify what bullying is so that pupils and staff are clear what constitutes bullying.

To address problematic behaviour in a firm but supportive manner, in order to be effective in helping bullies change their behaviour.

What Is Bullying?

Bullying is hurting another person deliberately and persistently.

Bullying behaviour may be:

- Emotional
 - Verbal
 - Physical
 - Related to race, religion, culture
 - Related to appearance or health conditions
 - Related to abilities
 - Sexual
 - Homophobic
- Cyber including texting, social networking sites, mobile phones, digital media, email, camera-enabled devices and image sharing sites

Prevention

TLC Live believes it is important to invest time in the prevention of bullying, and staff are given advice, training and support to help them manage situations with confidence.

TLC LIVE commit to:

celebrating diversity throughout the curriculum

allow students a voice and opportunities to share their concerns and feedback



provide information on support agencies such as ChildLine and BullyingUK, including phone numbers.

Signs of Bullying

All TLC staff have a responsibility to be aware of signs of distress in pupils as well as responding to direct or indirect disclosure. While the following types of behaviour may be symptomatic of other problems they may be the product of bullying:

- Obvious distress such as tearfulness
 - An unwillingness to come to online lessons
 - Frequent headaches, stomach aches or complaints of feeling generally unwell
 - Sudden deterioration in standards of work
 - Uncharacteristic behaviour
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- Contact head office if you have any concerns about your student in regard to safeguarding or bullying issues (for example: if the students tells you something that concerns you).

Responses

The first time a child experiences a problem, they are encouraged to do one of the following:

Alert TLC to their difficulties by completing the student feedback form or via the safeguarding form located on their account page

Ask the parent, carer or school staff to contact TLC by phone or email.

If TLC Live receives any notification that the student feels bullied by their TLC teacher, they will be given another teacher immediately.

The majority of TLC LIVE lessons don't allow communication between students, however in group lessons there is the potential for bullying to occur. In the event a teacher witnesses bullying taking place, they will remove permissions of communication tools such as whiteboard, chatbox and microphone.

TLC LIVE are made aware the student feels bullied by other students TLC LIVE will notify the referring school to discuss the best course of action with them. Where other courses are available, a student who is bullying another student will be moved to a different group or



maybe told they are unable to continue with lessons. The student may also have permissions removed to use the whiteboard, chatbox and microphone for future lessons.

If TLC LIVE receive any notification that the student feels bullied by someone other than their TLC teacher (ie someone not connected to TLC Live), TLC will phone the school, parent or carer and discuss their concerns.

Follow up

If a TLC teacher has been reported of bullying a student, lessons will be observed by a member of the curriculum team who will report their findings to the teachers line manager. They will make an assessment of whether a disciplinary process is required.

Possible outcomes would be:

Refresher training

Further CPD

Formal written warning

Dismissal (based on gross misconduct)

If a teacher remains in post, a more intense structure of observations would be implemented including their first lesson. Lesson feedback would also continue to be closely monitored.

All lesson feedback, from the tutor and the pupils would continue to be closely monitored.

Record Keeping

All reports of bullying will be recorded either within the disciplinary records or for student behaviour reporting tools. This will allow for data to be captured, reviewed and shared where appropriate on any concerns of repeat behaviour.