



Cornerstone Learning CIC: Anti-Bullying Policy

1. Introduction

Cornerstone Learning CIC is committed to creating a safe, inclusive, and supportive environment where all children, young people, and staff feel valued and respected. We believe that bullying in any form is unacceptable and will not be tolerated. This policy outlines our commitment to preventing and addressing bullying effectively.

2. Definition of Bullying

Bullying is defined as behaviour that is:

- Repeated
- Intended to hurt someone physically or emotionally
- Often involving an imbalance of power

Bullying can take many forms, including but not limited to:

- Physical: Hitting, kicking, pushing, or damaging belongings.
- Verbal: Name-calling, insults, threats, or offensive remarks.
- Emotional: Excluding, spreading rumours, or manipulating friendships.

Cyberbullying: Sending harmful messages, images, or threats via social media, email, or other online platforms.

Discriminatory: Targeting individuals based on disability, race, gender, sexuality, religion, or other personal characteristics.

3. Aims of this Policy

- To prevent bullying through education, awareness, and positive relationships.
- To ensure all incidents are taken seriously and dealt with promptly and effectively.
- To provide clear procedures for responding to bullying.
- To support those who experience or witness bullying.
- To promote a culture of kindness, respect, and inclusion.



4. Responsibilities

Staff Responsibilities:

- Foster a culture of respect and inclusion.
- Be vigilant and intervene when signs of bullying arise.
- Respond to reports of bullying promptly and effectively.
- Encourage children to express concerns and seek help.
- Teach children about kindness, empathy, and conflict resolution.

Parents and Carers Responsibilities:

- Encourage children to treat others with respect.
- Report concerns about bullying to staff promptly.
- Support their child in dealing with any bullying incidents.

Children and Young People Responsibilities:

- Treat everyone with kindness and respect.
- Speak up if they witness or experience bullying.
- Support others who may be feeling unsafe or excluded.

5. Reporting and Responding to Bullying

Children, parents or staff can report bullying verbally or in writing.

Reports will be taken seriously, investigated promptly, and kept confidential where appropriate.

Actions will be taken to stop the bullying and support those involved.

Where necessary, further interventions such as mediation, restorative practices, or disciplinary measures will be used.

6. Support for Those Affected

Victims of bullying will receive emotional support and guidance.



The person displaying bullying behaviour will be supported to change their actions and understand the impact of their behaviour.

Bystanders will be encouraged to speak out and seek help.

7. Preventative Strategies

- Regular discussions, activities, and workshops on anti-bullying and inclusion.
- Encouraging positive relationships through social skills development.
- Staff training on recognising and addressing bullying.
- Clear behaviour expectations and a culture of mutual respect.

8. Monitoring and Review

This policy will be reviewed annually to ensure it remains effective and relevant. Feedback from children, parents, and staff will be considered in the review process.

Quality Assurance

Cornerstone Learning will ensure that systems are in place to monitor the implementation of and compliance with this policy and accompanying procedures.

The directors will ensure action is taken to swiftly remedy any identified weaknesses within its procedures.

Policy Dates

Date of Policy Implementation: 4/02/2025

Date of Next Review: 04/02/2026

Approved by: Carina Greening