

## **ANTI – BULLYING POLICY AND PROCEDURE**

### **Anti-Bullying Policy:**

It is a basic entitlement of all children at The Meadow School that they receive an education free from humiliation, oppression and abuse. Parents should be entitled to feel confident that when they send their children to school, they will be protected from bullying. Class Teachers/Tutors encourage parents to communicate concerning an upset pupil – swift response is essential in order to act pedagogically.

### **What constitutes bullying?**

Bullying can be described as the wilful, conscious desire to hurt, threaten or frighten somebody either physically, verbally and mentally.

The staff recognise that the following can constitute bullying:

- Physical assault – kicking, punching or hitting.
- Name calling.
- Threatening anyone.
- Picking on people.
- Teasing.
- Forcing people to do something against their will.
- Being unkind to people.

It is also important to note that children's relationships to others in the school can vary tremendously. Children can be the best of friends one day and at loggerheads the next. Parents and staff, therefore, need to be aware that temporary breakdowns in relationships do not necessarily constitute bullying and are especially likely to occur in small classes.

### **Aim:**

We aim to prevent any incidents of bullying occurring at any time.

Bullying will not be tolerated.

We intend to:

- Provide a school environment in which children feel safe and able to express themselves without fear or intimidation.
- Maintain a co-operative ethos in which the school, the children and the parents work together to prevent bullying.
- Help children to gain the personal qualities and self esteem needed to minimise the risk of bullying.
- Identify children at risk and respond positively to their needs.
- Respond firmly to incidents of bullying.

## **Procedures for all Staff**

- Staff should be watchful and observe relationships. Where appropriate, mention should be made in the weekly meetings.
- There should be appropriate supervision of pupils during unstructured time.
- Children should be made aware and periodically reminded that they should report incidents
  - and that they may do so to any teacher.
  - The teacher must alert the Class Teacher and the Pastoral Care Group.
  - In serious and persistent cases, the Child Protection Officer will be informed

## **School procedure for dealing with incidents of bullying;**

### **What action should be taken if a pupil has been bullied?**

- **Stop the incident!**

Swift response is essential in order to act pedagogically.

- a) Confirm that the child is not physically injured. If the child is physically injured, deal with immediately.
- b) Show concern and support for the child who has been bullied (in presence of the other children involved if appropriate).
- c) Try to reassure the child who has been bullied.
- d) Wait for the situation to calm before trying to find out what happened and then take time to listen carefully and establish the facts and factors involved. Bystanders may provide important background information.
- e) Tell both parties that the matter will be dealt with and that other teachers and the parents of those involved will be informed.
- f) Talk over the incident, the problems behind it, and possible solutions with all concerned as soon as possible.
- g) Ensure written reports are in pupil files etc.
- h) The Class Teacher/Tutor should be informed.

### **What action should be taken if a pupil bullies?**

- a) Make it absolutely clear that the behaviour is totally unacceptable.
- b) Remind the pupils that they too must share the responsibility for caring for others; allowing something to happen is actually participation, although passive.  
(a and b will be dealt with age appropriately)
- c) Involve all parties as appropriate.
- d) If appropriate, state the sanctions which will be imposed if the bullying continues.
- e) Ensure that everyone has an understanding of the situation and will take action immediately should there be a recurrence of the behaviour. Inform chairs of meetings and post appropriately.
- f) Inform the appropriate Teachers Meetings which will act on the incident of bullying as seen fit.

## **Guidelines for informing parents**

All parents should be consulted if there are any concerns about their children. They may be able to help solve problems or provide information which could prevent serious incidents occurring.

The parents of the victim and the bully should be informed if:

- a) a physical injury has occurred.
- b) the incident involved a number of children bullying the same child.
- c) an older child is bullying a much younger one or vice versa.
- d) the victim is very distressed and frightened.
- e) the bullying is repeated.

The College of teachers should be informed.

## **Measures which may be imposed as per sanctions and consequences as outlined in the Behaviour policy. (section 9)**

### **ANTI BULLYING CHARTER**

We will not tolerate bullying

Bullying will be dealt with seriously

When we report bullying, staff will give us a fair hearing

We have the right to travel to and from school without being bullied

We will not put others down

We will not judge others by appearance alone

We will accept others regardless of race, religion, culture or disability

We are a telling school - bullying is too important not to report

Meadow School 2007  
Revised March 2010