

Anti-Bullying Policy

September 2019

Review Frequency: Every three years.

Date next review due: July 2022

Rationale

Bullying can occur in all institutions and work places. The aim of this policy is to prevent all forms of bullying among children. The tuition sets out to do this both by raising awareness of the issues around bullying and by setting out strategies to deal with bullying should it occur.

Challenging bullying effectively improves the safety and happiness of children and makes clear to perpetrators that the behaviour is unacceptable.

We believe that by stating clearly our policy towards perpetrators and children who are being bullied and sharing the policy with all members of our tuition community, incidents of bullying will be minimised.

Our agreed definition of bullying is “The wilful, conscious desire to hurt or threaten or frighten someone else. It can vary from physical intimidation and violence to verbal abuse, also the deliberate isolation of an individual”.

The Nature of Bullying

Bullying can take many forms but the main types are:

- Physical - hitting, kicking, taking belongings.
- Verbal - name calling, insulting, making offensive remarks.
- Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours.
- Using technology– email, text and cyber through MSN, instant messenger, chat rooms, social networking sites.

Prejudice driven bullying can be directed towards specific groups:

- Race, religion or culture(racist) or towards travellers, refugees, asylum seekers;
- Sexual orientation;
- Special Educational Needs and Disabilities;
- Gender based (sexist) or sexual bullying or gender specific bullying;
- Health related bullying- body image, and bullying of young people with medical conditions;
- Bullying of Looked after Children and carers.

Whatever form bullying takes it is almost always:

- Deliberately hurtful.
- Repeated over a period of time.
- Difficult for victims to defend themselves against.
- Has an imbalance of power.

Bystanders can also exacerbate bullying and so give support to the bully by:

- Watching;
- Laughing;
- Encouraging;
- Turning a 'blind eye'.

Guidelines

For tuition staff

Be aware of possible signs and effects of bullying:

- Deterioration of work;
- Loss of concentration;
- Anxiety about going to tuition;
- Changes in behaviour including eating behaviours and others;
- Pattern of illness or absence;
- Changes in patterns of behaviour;
- Desire to stay inside at playtimes or to stay with an adult;
- Depression.

Whole tuition strategies and activities which can help prevent bullying:

- Ethos of the tuition.
- Expectations regarding behaviour and codes of conduct rules, rewards and sanctions.
- Pastoral support and children welfare systems.
- Staff supervision and duty rotas.
- Behaviour and attendance monitoring.
- Healthy tuitions- emotional, health and wellbeing themes.
- Anti-bullying week (in November) and celebratory events.
- Peer support.
- Engaging and involving children, parents and carers.

A positive and trusting ethos should be created and maintained.

Children should be encouraged and given appropriate opportunities to confide in tuition staff with opportunities to do this confidentially.

In dealing with claims of bullying:

- Investigate carefully. Listen to all accounts - several children saying the same thing does not necessarily mean they are telling the truth.
- Adopt a problem solving approach which moves children on from justifying

themselves.

- Inform a Senior Member of staff.
- Make a written record (in Children Profile, Bullying Reporting Form) of allegations made, investigation, measures taken.
- Follow up repeatedly, checking that bullying has not resumed.

Records and reports of bullying are monitored and analysed for:

- Trends or patterns;
- Hotspots- where it takes place;
- Repeat victims, perpetrators.

(For Reporting Form - See Appendix A)

Victims of bullying need help and support. Claims of bullying should be taken seriously. A half hearted response might make the problem worse.

Incidents of racial, sexist or homophobic bullying or harassment should be dealt with and incidents reported and logged according to the Anti Racism, Sexist, Homophobic policy and monitoring and reporting procedures.

Sexual bullying impacts on both genders. Sexual and sexist content within verbal abuse should be recognised and challenged.

Children with Special Educational Needs or Disabilities may not be able to articulate experiences as well as other children. However, they are often at greatest risk of being bullied, both directly and indirectly and usually about their specific difficulties or disability.

Positive efforts to raise children self-esteem and to teach strategies for conflict resolution and assertiveness will help to reduce incidents of bullying and provide strategies and for dealing with incidents when they occur.

Sanctions for bullying incidents will depend on the severity and frequency of incidents (see Behaviour Management Policy). In the most serious of incidents exclusion from tuition (fixed term or permanent) might result.

The reasons why the perpetrator is bullying need to be explored and appropriate intervention or support be put in place where necessary.

Where appropriate involve relevant members of the tuition and wider community, other tuition staff, parents, community groups, police, theatre/drama groups in tackling bullying issues.

For children

If you are being bullied:

- Try to stay calm and look as confident as you can.
- Be firm and clear - look them in the eye and tell them to stop.
- Get away from the situation as quickly as possible.
- Tell an adult what has happened straight away.

After you have been bullied:

- Tell a teacher or another adult in your tuition.
- Tell your family.
- If you are scared to tell an adult by yourself ask a friend to come with you or use the Worry Box.
- Keep speaking up until someone listens and does something to stop the bullying.
- Don't blame yourself for what has happened.

If you know someone else is being bullied, try to get some help for them by speaking quietly to an adult in tuition about what is happening.

If you find it difficult to talk to anyone at tuition or home ring Childline - 0800 1111 or write to Freepost 1111 London W1 OBR. The phone call or letter is free.

For parents

- Parents and families have an important part to play in helping tuitions deal with bullying.
- Discourage your child from using bullying language and behaviour at home or elsewhere. Show how to resolve difficulties without using violence or aggression.
- Watch out for signs that your child is being bullied or is bullying others.
- Common symptoms include headaches, stomach aches, anxiety or irritability. Talk to your child about progress and friends at tuition.
- Encourage your child to talk to members of tuition staff about concerns or worries.
- Contact tuition staff if you feel your child is being bullied or is bullying others.

This policy should be considered in line with the tuition policies for Behaviour, Anti-Racism, Special Educational Needs and Safeguarding and Child Protection.

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Appendix A



Alleged Bullying Incident Report

Name of victim:	Date:
Name of perpetrator(s):	Reported by:
Details of the alleged bullying incident(s): (include length of time bullying has been taking place, details of specific incidents and any action taken so far)	
Signed:	Role:
Action taken:	

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Signed:

Role: