

## Anti Bullying Policy

Teach Major aims to ensure that all children in their care learn and have fun in a supportive, caring and safe environment without fear of being bullied.

Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Bullying is defined as deliberately hurtful behaviour, repeated regularly over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

- ❶ Emotional – being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)
- ❷ Physical – pushing, kicking, hitting, punching or any use of violence
- ❸ Non-verbal communication – unkind looks and expressions, hand gestures
- ❹ Racist – racial taunts, graffiti, gestures
- ❺ Sexual – unwanted physical contact or sexually abusive comments
- ❻ Homophobic – because of, or focusing on the issue of sexuality
- ❼ Verbal name-calling – sarcasm, spreading rumours, teasing
- ❽ Cyber – all areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e camera and video facilities
- ❾ Prejudice – based bullying related to special educational need, sexual orientation, sex, race, religion and belief, social deprivation, gender reassignment or disability

### Aims and Objectives

This policy is designed to ensure that, as an organisation, we are alert to signs of bullying and act promptly and firmly against it.

We aim:

- ❶ To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- ❷ To take positive action to prevent bullying from occurring through giving children the strategies and skills to cope through effective teaching & role modelling.
- ❸ To show commitment to overcoming bullying by practising zero tolerance.
- ❹ To ensure that all staff, children and parents are aware of Teach Major Sports opposition to bullying and that each person is clear of their responsibilities with regard to the eradication of bullying.
- ❺ To inform pupils and parents of our expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- ❻ To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.
- ❼ To have a consistent approach for dealing with any incidents of bullying that may occur.
- ❽ To ensure that all bullying incidents are resolved satisfactorily within the shortest time frame possible.

### Roles and Responsibilities

#### Individual Staff Responsibilities

Suspected bullying should never be ignored and all forms of bullying should be taken seriously with intervention to prevent incidents from taking place.

Teach Major staff will:

- ❶ Foster opportunities for children to learn to care for one another, living out the Teach Major values.

- 141 Never make premature assumptions.
- 141 Listen carefully to all accounts and investigate as fully as possible.
- 141 Adopt a problem-solving approach which moves children on from justifying themselves.
- 141 Talk to the child about any incident and reassure them that telling was the right thing to do.
- 141 Complete the incident form for recording incidents.
- 141 Follow-up throughout the session, checking bullying has not resumed.
- 141 Use of a range of teaching and learning styles and strategies which challenge bullying.
- 141 Use interventions which are least intrusive and most effective.
- 141 Act as a role model for children.
- 141 Do all they can to support the child who is being bullied, ensuring that they find time to allow children to talk about any concerns where possible.
- 141 Ensure that children are well supervised at all times.
- 141 Inform parents if their child has been involved in bullying, whether as a victim or perpetrator and work with parents to support the child.
- 141 Teach Major as a company will ensure all staff receive regular training on how to identify bullying and appropriate intervention techniques.

## Parents

When parents raise a concern that their child is being bullied, it is essential that this concern is taken seriously and not dismissed without further enquiries being made.

The incident report will be shared with the parent so that there is a clear record of the concern and of what action was taken by the staff member.

When reporting a bullying incident parents of a bullied child should:

- 141 Talk to the child about any incident and reassure them that telling was the right thing to do.
- 141 Make a note of what the child says.
- 141 Make clear to the child that, if any further incidents occur, they should tell a member of staff straight away.
- 141 Speak to a member of our office team (if necessary) as soon as possible.
- 141 Parents who suspect bullying or whose child has been bullied should not take matters into their own hands.

## Children

Victims and witnesses of bullying should know that it is 'ok to tell'.

Children will do their best to:

- 141 Tell an adult or go with a friend to tell an adult if they are a victim of bullying.
- 141 Have a responsibility to tell an adult if they witness bullying.
- 141 Try to resist being bullied by standing up for their own rights in an assertive but non-violent way.
- 141 Never bully another child in a Teach Major Setting.

## Procedures and Recording

Recording incidents is vital as it allows our staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident, may be part of a number of incidents which are serious for the individual child.

The following steps will be taken when dealing with any incident:

- All reported incidents will be investigated immediately by the member of staff who has been approached or witnessed the incident. The child reporting the incident will be listened to and will be assured that they feel that their concerns are being taken seriously.
- When investigating the incident, the story will be listened to from both sides.
- Immediate support will be provided for the victim, with the aim of restoring self-esteem and self-confidence.
- The perpetrator will be talked to about his/her behaviour, making it clear that this kind of behaviour is unacceptable and the child will be helped to see how his/her behaviour must change in the future.
- The incident will be recorded in the Incident Log.
- Parents of the bullied child must be kept informed of the whole process and it is vital that they feel satisfied with the way the incident has been dealt with.
- If bullying persists, the child carrying out this act will have their parent/guardian called & the child will be sent home.

Teach Major Directors, in conjunction with Human Resources, is responsible for reviewing this policy as necessary to ensure that it meets the requirements and reflects best practice.