

# Anti-Bullying Policy

Teach Major is committed to fostering a learning environment where every child can thrive without the fear of bullying. We unequivocally denounce bullying in all its forms and are resolute in our commitment to maintaining a safe, supportive, and caring space for all.

## **Definition of Bullying:**

Bullying is defined as deliberately hurtful behaviour, occurring repeatedly over time, making it challenging for victims to defend themselves. This includes various forms such as emotional, physical, non-verbal, racist, sexual, homophobic, verbal name-calling, cyber, and prejudice-based bullying.

## **Aims and Objectives**

### **Our policy aims to:**

- Promote a secure, happy environment devoid of harassment and bullying.
- Prevent bullying through effective teaching, role modelling, and empowering children with coping strategies.
- Practice zero tolerance, demonstrating unwavering commitment to eradicating bullying.
- Raise awareness among staff, children, and parents regarding Teach Major Sports' opposition to bullying.
- Foster a productive partnership with parents, outlining expectations for a bully-free environment.
- Equip staff with the knowledge and attitudes necessary to achieve our anti-bullying aims.
- Maintain a consistent approach to addressing bullying incidents promptly.

## **Roles and Responsibilities**

### **Individual Staff Responsibilities:**

#### **Teach Major staff will:**

- Cultivate an environment where children learn to care for one another, embodying Teach Major values.
- Avoid premature assumptions and carefully listen to all accounts, conducting thorough investigations.
- Utilise problem-solving approaches, moving children beyond self-justification.
- Reassure children that reporting incidents is the right thing to do and complete incident forms.
- Implement a range of teaching styles to challenge bullying and act as positive role models.
- Provide support to bullied children, ensuring open communication with parents.

### **Teach Major as a Company:**

- Teach Major ensures regular staff training on identifying and intervening in bullying incidents.

**Parental Involvement:**

- Parents are encouraged to report concerns promptly. Teach Major commits to sharing incident reports with parents, and maintaining transparency in addressing and resolving concerns.

**Children's Roles****Children are empowered to:**

- Report incidents promptly and resist bullying assertively but non-violently.
- Understand the importance of telling an adult if they witness bullying.
- Refrain from bullying in a Teach Major setting.

**Procedures and Recording****Recording incidents is crucial for identifying patterns. The following steps will be taken:**

- Immediate investigation of reported incidents, with thorough listening and assurance to the reporting child.
- Fair consideration of both sides of the story during the investigation.
- Immediate support for victims to restore self-esteem.
- Clear communication with perpetrators about the unacceptability of their behavior.
- Recording incidents in the Incident Log.
- Continuous communication with parents, ensuring their satisfaction with the resolution process.
- In cases of persistent bullying, Teach Major implements a three-strike rule. Upon the first occurrence, a thorough investigation and intervention will take place. A second incident will result in heightened intervention, and a third instance will lead to a part-time ban for the child involved. This measure is aimed at promoting a safer environment and discouraging repeated instances of bullying.

**Policy Review:**

Teach Major Directors, with Human Resources, are responsible for periodic policy reviews to ensure alignment with requirements and best practices.