



October 2021

Anti-Bullying Policy

We will not permit any form of bullying in this provision.

Bullying can be:

- physical: pushing, kicking, hitting, biting etc
- verbal: name-calling, sarcasm, rumour spreading and teasing
- emotional: excluding, ridicule, humiliation, tormenting
- racist: taunts, graffiti and gestures.

Being bullied can result in the victim having depression, low self-esteem, shyness, poor academic achievement, isolation and in extreme cases threatened or attempted suicide.

If a bully is left unchecked they will learn they can get away with violence and aggression. A bully has a higher chance of acquiring a criminal record and not being able to have good relationships when they become an adult.

If we have any concerns that a child in this provision is being bullied or is bullying, the key person for the child will discuss the matter with the parents immediately. They will work with the parents to support the child to resolve the problem.

Procedure

If your child is being bullied:

- we will reassure them that the bullying is not their fault
- tell them that we care about them and are on their side
- we will give them lots of praise, encouragement and responsibilities to help them feel valued
- we will work with you to help the child to develop techniques to deal with the bully — assertiveness, walking away etc.

If your child is the bully:

- we will reassure your child that we still care about them but it is their behaviour we don't like and we will work with them to help change this

- we will work with your child to find ways to make amends for their actions
- we will develop a reward structure for good behaviour
- we will discuss the matter with you, not in front of your child, to see if there are any problems that may have triggered the bullying.

If you have any concerns regarding your child please discuss them with your child's key worker in the first instance as soon as possible. It is much better to deal with these problems before they become major issues. If you feel the matter remains unresolved and you require further support please ask for an appointment with the manager.

Suggested further reading

Preventing Bullying: A Parents' Guide

You Can Beat Bullying: A Guide for Young People

Both these publications are available from www.kidscape.org.uk.