



ANTI-BULLYING POLICY

Statement of intent

CornerPost Education Centre is committed to providing a caring, friendly, and safe environment so that all adults can work, and all pupils can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. In terms of staff, we treat bullying among employees as a potential disciplinary matter. We are a TELLING Centre. This means that anyone who knows that bullying is happening is expected to tell someone.

Objectives of this Policy

- All teaching and support staff, pupils and parents should have an understanding of what bullying is.
- All teaching and support staff should know what the Centres policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the Centres policy is on bullying, and what they should do if bullying arises.
- At CornerPost we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will **not** be tolerated.

What is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It is not a single unkind incident or repeated friendship fallouts.

Bullying can be:

- Physical – pushing, kicking, hitting, punching or any other use of violence.
- Verbal – name calling, spreading rumours, teasing.
- Racist or prejudiced – insulting racist or prejudiced remarks, gestures.
- Emotional - being very unfriendly, excluding, tormenting (e.g., hiding books, property, threatening gestures)

- Cyber - All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e., camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We all have a responsibility to respond promptly and effectively to issues of bullying.

Responsibilities of all staff

- Deal with the incident Restoratively, yourself if appropriate.
- The person dealing with the incident should ensure that they follow Restorative Practice guidelines, possibly setting up a “Problem Solving Circle”.
- Parents of both the bully and victim may be contacted via the organiser to join the meeting dependant on the seriousness of the incident.
- Ensure that the bully and the victim both feel that justice has been done and adequate consequences have been put in place through Restorative practice and is acceptable on both sides.
- Ensure that you also take into account guidelines in the behaviour policy and in our race equality policy.
- CornerPost operates a Restorative approach so that solutions and support required are provided to all children, as well as relevant sanctions being applied.

Responsibilities of parents

- Watch for signs of distress in your children e.g., unwillingness to attend school, feigning illness, stops eating, request for extra money for no reason, bruising, is afraid to use the internet or mobile phone or is nervous when a cyber message is received.
- Discuss how playtime is spent and the journey to and from school.
- Inform the centre if you have any concerns and see the member of staff who may have dealt with an incident on your child’s behalf.
- Be aware (perhaps keep a written record) of who, what, where and when?

- Work supportively with staff to provide support for your child inside and outside of CornerPost.
- Encourage your child to make friends.
- Discourage your child from hitting back. It will only make matters worse and will place them in a difficult position.
- **Explain to your child that a 'fall out with friends' is common and part of growing up and is not always bullying. However, encourage your child to seek help from staff if they have argued with friends and require some mediation support.**

Responsibilities of pupils

- If you are being bullied or you know/suspect someone else is being bullied, you **must tell** someone at the centre as soon as possible. You should not say anything nasty back or be violent back.
- Once a situation has been dealt with try not to hold a grudge against that person but always tell a Coach straight away if the problem continues.
- If the problem is cyber-bullying, don't reply, get a printout and block the person if possible, as well as reporting the problem.
- **Remember it is normal to sometimes fall out with friends. This is not bullying. Try to sort this out by talking sensibly, ask a coach or parent to help you sort it out if you feel that it is getting out of hand.**
- **If you are concerned about the safety and wellbeing of yourself or anyone else, you can speak to any member of staff. They will always listen to your concerns.**

Review Date: October 2022