

THE EDUCATION CENTRE

BULLYING POLICY

It is our intention to create and sustain an environment in which everyone feels safe and secure. We will endeavour to that all of our pupils are aware of what behaviour is deemed acceptable and proper. We will be vigilant and will always listen to our pupils and explain our actions in response to their concerns.

WHAT IS BULLYING?

Most definitions of bullying have three things in common:

- ❖ It is deliberately hurtful behaviour
- ❖ It is repeated over a period of time
- ❖ It is difficult for those being bullied to defend themselves

Bullying can take many forms but three main types are:

- ❖ Physical, hitting, pushing taking belongings etc
- ❖ Verbal, name calling insulting, 'teasing' etc
- ❖ Indirect, spreading stories/and or rumours, excluding others from social groups etc

KNOWING BULLIES

Pupils who bully cannot always be easily recognised, male and female bullies sometimes have the following in common:

- ❖ Lack of control over aggressive or assertive attitudes
- ❖ A lack of empathy, lack of imagination about how the victim feels
- ❖ Lack of guilt, a feeling that the victim somehow 'deserves/is asking for' the treatment

KNOWING THE VICTIM

Victims often have in common vulnerability and an inability to cope with the situation if they find themselves being bullied.

They maybe pupils who:

- ❖ Are new to the class or school
- ❖ Are different in appearance, speech or background
- ❖ Exhibit low self-esteem
- ❖ Are nervous or anxious
- ❖ Are prone to teasing
- ❖ Feel inadequate of friendliness
- ❖ Become incommunicative with friends or family

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ACTION AGAINST BULLYING

Each case is unique and must be dealt with according to the individual circumstances.

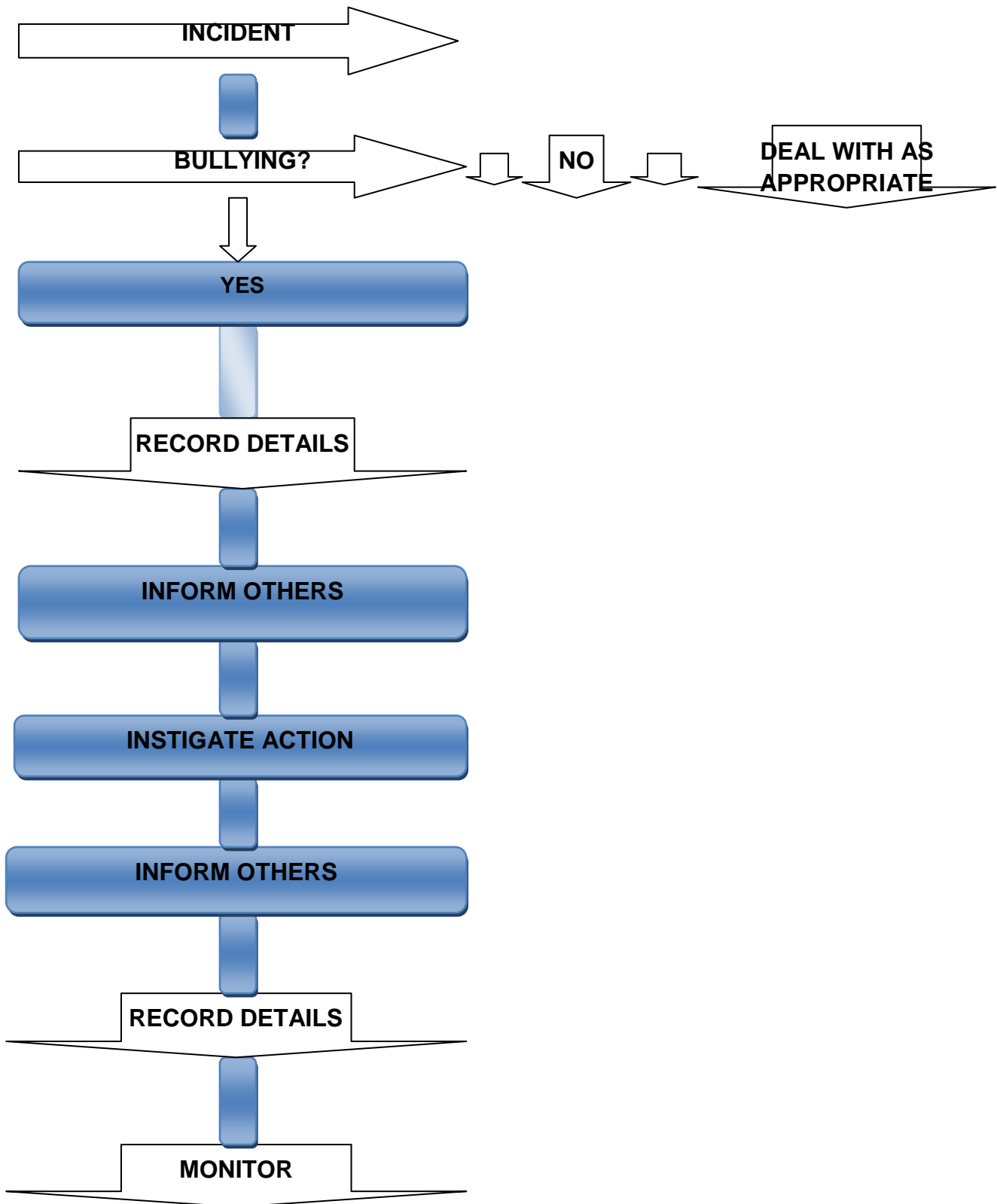
- ❖ Bullying will be dealt with swiftly.
- ❖ The victim, must feel supported; he or she will be listened to.
- ❖ Staff, parents and carers (of victims and bullies) will be involved and informed.
- ❖ It is important that the school and parents/carers work together to support the victim.
- ❖ The bully must accept that the behaviour concerned is not acceptable.
- ❖ The emphasis must be on the undesirability of **THE BEHAVIOUR**. The bully must understand that behaviour and actions are the focus of concern, he or she is perceived as being capable of changing behaviour.
- ❖ All direct parties to the situation (victim, bully/bullies, staff) meet together. The problem explained and the bully is encouraged to empathise with the victim. The behaviour and actions made are the focus of attention, practical suggestions made and agreed upon. A further meeting is arranged within a week of the initial meeting.
- ❖ If further bullying by the same child or pupil or group occurs, or the attitude of the pupil or pupils after the first instant so warrants, then punishment will be applied in accordance with our policy on behaviour.

PREVENTION

- ❖ All staff will be expected to accept and adhere to this policy. The policy will be shared with the pupils.
- ❖ The curriculum can provide schools with powerful ways of exploring issues surrounding behaviour. Opportunities may arise during the course of lessons that lend themselves to 'positive behaviour' issues.
- ❖ Time will be allocated during school time in which a to review and revise a class code of conduct. This will be discussed with pupils and placed on view.

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PROCEDURES



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SUPPORT

We will support pupils by dealing with bullying swiftly. We can also assist by offering build friendships, confidence and self-esteem. Pupils each having an individual mentor who is always available to help.

We can also support the bully. Helping them to see and acknowledge the hurt and harm that their actions can bring. Some pupils may bully because they are extremely unhappy, whatever the reason for their behaviour, they also have access to a personal mentor, who along with other staff can help by emphasising the positive aspects of their character and by always providing opportunities for them to bring these positive aspects to the fore.

BULLIES

ARE YOU ONE?

BULLIES GET PLEASURE BY:

- ❖ **HURTING OTHERS**
- ❖ **PUNCHING, GRABBING, TRIPPING, PUSHING & SHOIVING**
- ❖ **DAMAGING OR TAKING OTHERS PROPERTY**
- ❖ **BLACKMAILING OR THREATENING**
- ❖ **SPREADING RUMOURS OR GOSSIP**
- ❖ **TAUNTING, MOCKING OR JEERING**
- ❖ **CALLING OTHERS CRUEL KNICKNAMES WHICH CAUSE HURT**
- ❖ **FOCUSSING ON A PHYSICAL DIFFERENCE OR MANNERISM**
- ❖ **ISOLATING OTHERS AND MAKING THEM FEEL UNWANTED**

NOT NICE PEOPLE ARE THEY?