

Swallowtails

Anti-Bullying Policy

SWALLOWTAILS



Company number 16229932
Registered In England and Wales

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Introduction

Swallowtail's anti-bullying policy outlines what we will do to prevent and tackle bullying. We are committed to providing a supportive, caring and safe environment in which all children are free from fear of being bullied. We take bullying and its impact seriously. Young people and their parents/guardians should feel able to report incidents of bullying and confident that they will be listened to, incidents investigated and resolutions found.

Aims

Aims of the Anti-Bullying Policy are:

- To minimise incidents of bullying.
- To improve children's safety and well-being.
- To change the behaviour of the person/people using bullying behaviours.
- To change the behaviour of bystanders and witnesses.
- Educate all about the nature of bullying.

Characteristics of bullying

The characteristics of bullying are that it is:

- Ongoing
- Deliberate
- Unequal.

Definition of bullying

It is important for all staff and children and young people to be aware of what is meant by bullying behaviour. Bullying can take many forms but the four main types are:

- Physical: hitting, kicking, taking belongings
- Verbal: name-calling, insulting, racist remarks
- Indirect: spreading nasty stories, excluding somebody from social groups
- Virtual (cyber-bullying): threatened, harassed, humiliated, embarrassed or otherwise targeted by another child using the Internet, interactive and digital technologies or mobile phones.

"Bullying" usually, but not exclusively, has three common elements:

- It is deliberately hurtful.
- It is repeated, often over a long period of time.
- It is difficult for those being bullied to defend themselves.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Particular attention will be paid to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language.

Proactive approaches

At Swallowtails we believe that the best way to deal with bullying is to prevent it which we will seek to do by:

- Promoting a culture of acceptance and understanding
- Ensuring there are opportunities for children to be listened to and to listen to each other
- Developing positive relationships between adults and children and for all adults to be effective role models
- Cooperative group work
- Awareness of the Anti-bullying Policy
- Training of all staff
- Involving the whole community in our policy
- Building a positive ethos respecting all types of difference.
- Creating a happy and safe environment where positive relationships are celebrated.
- Working to develop empathy, social skills and emotional intelligence within our community.

Reactive Approaches

- Our initial approach is one of no-blame and begins with an interview between a member of staff and those involved.
- The problem is discussed and there is a recognition of how this makes those involved feel.
- The meeting will be recorded.
- Everyone must take responsibility for reflecting upon their behaviour.
- There will be a follow up meeting with the individual experiencing bullying to check bullying has stopped.
- There is involvement of the child's parents/carers to enable support from home.
- Should bullying continue the perpetrator(s) will be asked to leave the provision.

Our priority is to adapt and change behaviour, but the safety of individuals must be taken into account.

Liaison with parents/carers

Staff will make sure that:

- Parents/carers know who to contact if they are worried about bullying
- They work with parents and the local community to address issues beyond our setting that give rise to bullying
- They work with parents/carers to ensure bullying is stopped and that support is given where needed.

If Parents/Carers feel their concern has not been appropriately addressed, they should follow the Complaints Procedure.

Responsibilities

This policy will only have impact if the whole community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.