

## **NAG 5 - PROCEDURE -BULLYING**

As part of its overall Health and Safety policies, Arthur Miller School actively seeks to provide an environment that is safe from all forms of intimidation.

### **PURPOSES**

- To provide a comprehensive, universally understood definition of bullying behaviour and to outline strategies for all members of the school community to combat social, emotional, physical and other forms of intimidation.

### **DEFINITION**

**Bullying usually has four common features-**

- **It is deliberate**
- **It is repeated over time**
- **It is difficult for those who bully to learn new social behaviours**
- **Those who bully have power, and exercise power over others.**

**There are three main types of bullying**

- **Physical: hitting, kicking, taking belongings**
- **Verbal: name calling, insulting and racist remarks**
- **Indirect: spreading nasty stories, exclusion from groups**

### **GUIDELINES**

1. All members of the school community have a responsibility to recognise bullying and bring it to the attention of staff members.
2. The Kia Kaha programme will be run at all levels of the school on a cyclic basis.
3. Staff should listen to the student(s) and make inquiries as may be necessary to clarify exactly what has happened.
4. All staff should treat any report of bullying seriously and discuss what action to take with senior staff member. The student should be assured that they have acted correctly in reporting the bullying.
5. Staff collectively will endeavour to change the behaviour of the bully while providing support for the student who has been bullied.
6. Pastoral care issues will be raised at each staff meeting. Pastoral care register will be maintained by Senco. (Register is on T drive for teachers to access and add notes)
7. Using the pastoral care register follow up checks will be made by senior management to ensure the situation has been addressed.
8. Parents of both the alleged bully and the victim will be involved on an ongoing basis where bullying behaviour has been identified.
9. Strategies and remedial approaches will be periodically reviewed and discussed so that staff are consistent in their approach to situations.
10. Resources are available – e.g. Kia Kaha, No Blame Bullying approach- all resources are shelved in the Teachers' Resource area under Health.

### **CONCLUSION**

The provision of a safe learning environment is critical to the promotion of children's learning.