



## **ANTI-BULLYING POLICY**

### **Anti-Bullying Statement**

MEPA College responds to the issue of bullying very seriously whether amongst children or adults, and has strict procedures that are adhered to, should there be any evidence of bullying within the College.

### **What is Bullying?**

Bullying is not always easy to define, but according to Dan Olweus, an expert in the field of the prevention of bullying, he says it should include:

- Physical - pushing, kicking, hitting, pinching and other forms of violence or threats;
- Verbal - name calling, sarcasm, spreading rumours, persistent teasing;
- Emotional - excluding, tormenting, ridicule or humiliation;
- Racist - Racial taunts, graffiti or gestures;
- Social - unwanted physical contact or abusive comments;
- Homophobic - any hostile or offensive action against lesbian, gay males or bisexuals or those perceived to be the above.

The above forms of bullying can be delivered on a personal, face to face basis, but also by using existing and new technology, known as cyber bullying. We can sum up bullying as actions taken by one or more people with the deliberate intention of hurting another person (in any of the above ways). This policy is designed to support the College equal opportunities and anti-discrimination policies.

Bullying is about a pre-meditated act, which relies on a stage of cognitive development in order to think the process through.

### **Aims and Objectives**

- Bullying is wrong and is damaging to individual people. MEPA proactively implements policies and procedures to prevent this, by developing a College in which bullying is regarded as unacceptable.
- We aim to deliver a safe and secure environment where all students can perform and learn without fear or anxiety.
- This policy aims to produce a consistent response to any bullying incidents that may occur.
- We aim to make all those connected with the College aware of our stance to bullying and staff have a responsibility to eradicate bullying in our College.
- We do not tolerate any kind of bullying as stated above on any grounds whatsoever, and support all parties involved to gain a full understanding of our ethos.

### **Anti - Bullying Procedure**

*The role of the Senior Management Team:*

- It is the responsibility of the Senior Management Team to implement the College anti-bullying strategy and to ensure that all staff (paid/unpaid) are aware of the policy and know how to deal with incidents of bullying.
- The Senior Management Team ensures that all students understand that bullying is wrong and that it is unacceptable behaviour in the College. The Senior Management Team draws the attention of everyone to this fact through staff meetings and monitoring to ensure that this is implemented on a regular basis.
- The Senior Management Team ensures that all staff are in receipt of sufficient training to be equipped to deal with any incidents of bullying.

- The Senior Management Team ensures that the College's staff and students use mutual support and praise for successes, making bullying less likely. When people feel they are important and belong to a friendly and welcoming setting, bullying is far less likely to occur.

#### *The role of staff:*

- All Staff in the College take all forms of bullying seriously and intervene to prevent incidents from taking place. A record is kept of all incidents of bullying that happen in the College and these are shared with the Senior Management Team.
- If staff witnesses an act of bullying they do all they can to support the person or persons who are being bullied. If a student is being bullied over a period of time, then, after consultation with the Senior Management Team, can inform the student's parent.
- We record all incidents of bullying that occur within the College.
- If teachers become aware of any bullying taking place between members of a group, we deal with the situation immediately. This will involve supporting all parties to understand that it is not acceptable to be bullied, to be the recipient of bullying, and that the College will deal with the situation very seriously

#### *The role of the parents:*

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the College immediately.
- Parents have a responsibility to support the college's anti bullying policy and actively encourage their child to be a positive member of the College.

#### **Monitoring and Review**

- This Policy is monitored regularly by the Senior Management Team.
- A pattern shown by any student or staff member will be dealt with:
  1. Verbally
  2. Formally in writing and a discussion may be needed with the parent
  3. Lastly if the issue cannot be dealt with in an appropriate manner the individual may be asked to leave at the discretion of the Senior Management Team and the Principal.

#### **Other Forms of Bullying**

Here at MEPA we consider all forms of bullying to be completely unacceptable. But we understand that it may take many different forms. For example; Staff to Student may occur even under the Senior Managements watch and Teachers / Students must refer to the Complaints Procedure of this manual, making sure they fully understand the steps they must take.