

Anti-Bullying Policy

Policy Number	SS10
Policy Owner	Head of Student Wellbeing
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Purpose

Meriden School is committed to providing its students with a safe and supportive environment and providing for their welfare.

The purpose of this document is to set out how the Senior School identifies and responds to allegations of bullying.

Scope

This policy and procedures applies to all Meriden Senior School students.

Policy

Meriden aims to create and maintain a safe and supportive environment for all students, ensuring that harm is minimised. Our policies and procedures are aimed at ensuring that all staff and students are aware of their rights and responsibilities to each other and that they work together to create an effective learning environment for all.

The staff at Meriden are vitally concerned with the welfare of their students. Students are treated with respect and learn about how to respect and tolerate others. Students at Meriden are from many different cultural backgrounds and are encouraged to value their own culture as well as the culture of others.

Meriden has a positive approach to student welfare and sets in place policies and procedures to ensure that all students feel safe and supported. Bullying is not tolerated at the School.

Allegations of bullying should always be reported to teachers immediately. Students and parents should notify their Year Coordinator of any difficulties students are experiencing, as soon as possible, rather than to leave matters unattended until they reach a crisis point.

Meriden School is committed to providing its students with a safe and supportive environment that fosters their academic, physical, social and emotional development.

Meriden seeks to foster a positive and supportive environment where each student is a valued and supported member of our community.

As an Anglican School we seek to promote Christian values and teachings in all interactions within the School community, and encourage students to care for, and value, each other.

All matters of concern relating to interactions with staff, student relationships (including allegations of bullying), conflicts and discipline must be referred to the School for investigation and appropriate action. Under no circumstances should parents or other adults directly approach our students (other people's children) with their concerns.

Bullying is not tolerated at the School. The School implements prevention and intervention strategies that are age-appropriate and assist to create a safe and support environment.

Meriden takes all incidences of bullying very seriously and considers all forms of bullying behaviour to be unacceptable.

Definition to assist identifying bullying

Understanding the definition of bullying is the first step to identifying and responding to it.

Bullying is intentional, ongoing and repeated behaviour that causes fear, distress or harm and involves the misuse of a power imbalance by an individual or group towards one or more persons. Cyberbullying refers to bullying through information and communication technologies.

Bullying can involve humiliation, domination, intimidation, victimisation and harassment. Bullying of any form or for any reason can have long-term effects on those involved including bystanders.

Bullying can happen anywhere: for example at school, travelling to and from school or at school sport.

Bullying behaviour can be:

- verbal e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats – either face to face or through any other medium
- physical e.g. hitting, punching, kicking, scratching, tripping, spitting
- social e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- psychological e.g. spreading rumours, hiding, stealing or damaging possessions, malicious SMS, email and online messages, inappropriate use of phone camera.

Conflict or fights between equals and single incidents are not defined as bullying. Bullying behaviour is also not:

- children not getting along well
- a situation of mutual conflict
- single episodes of nastiness or random acts of aggression or intimidation.

Implementation and communication of policy

This policy is implemented and communicated to students, staff and parents through a combination of:

- staff training
- the full text of this policy is available to parents on eVe
- the policy is publicly available on the Meriden website
- student and parent education and information
- correspondence to parent(s)/carer(s) (as required)
- information in School Newsletters (as required)
- effective management of bullying incidents when reported
- the creation of a 'no bullying' culture within the School community

- effective record keeping procedures
- initiation of corrective actions when necessary

Related Documents

Child Protection Policy and Procedures (AS33)

Discipline Policy and Procedures (SS01)

Complaints Handling Policy-Parents and Students (AS08)

Student Behaviour Management Plan (SS02)

Student Code of Behaviour Policy (SS03)