

Bullying

FACEvents defines bullying as:

Repeated harassment of others through emotional, physical, verbal or psychological abuse.

This policy is in regards to, but not limited to bullying, cyberbullying, prejudice-based bullying and discriminatory bullying.

Everyone involved in FACEvents, staff children and parents/carers will be made aware of FACEvents' stance towards bullying. Such behaviour will not be tolerated or excused under any circumstances.

Examples of such behaviour are as follows:

Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them.

Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of violence against another person.

Verbal: Name calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

Psychological: Behaviour likely to instil a sense of fear or anxiety in another person.

Preventing Bullying Behaviour

All FACEvents staff will make every effort to create a tolerant and caring environment in each FACEvents session, where bullying behaviour is not acceptable. Staff will discuss issues surrounding bullying openly, including why bullying behaviour will not be tolerated and what the consequences of bullying behaviour will be.

Dealing with bullying behaviour

Despite all efforts to prevent it, bullying behaviour is likely to occur on occasion and FACEvents and staff recognise this fact.

In the event of such incidents, the following principles will govern FACEvents response:

All incidents of bullying will be addressed thoroughly and sensitively.

Children will be encouraged to immediately report any incident of bullying that they witness.

They will be reassured that what they say will be taken seriously and handled carefully.

Staff have a duty to inform a senior member of FACEvents staff if they witness an incident of bullying involving children or adults on a FACEvents session.

If a child or member of staff tells someone that they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.

The individual who has been the victim of bullying will be helped and supported by the staff team. They will be kept under close supervision and staff will check on their welfare regularly.

In most cases, bullying behaviour can be addressed according to the strategies set out in the behaviour management policy. The bully will be encouraged to discuss their behaviour and think through the consequences of their actions. Where appropriate, they will be encouraged to talk through the incident with the other person concerned.

Where bullying behaviour persists, more serious actions may have been taken, as laid out in the disciplinary procedures for staff and children.

A member of staff will inform parents/carers of all the children involved in a bullying incident at the earliest possible opportunity. If appropriate, staff will facilitate a meeting between the relevant parents/carers. At all times, staff will handle such incidents with care and sensitivity. All incidents of bullying will be reported to the Manager/Team Leader and recorded. In the light of reported incidents, FACEvents and other relevant staff will review FACEvents' procedures in respect of bullying.