

## 57. Anti-Bullying Policy

**Definition of bullying:** Bullying is behaviour that hurts someone else - such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone.

**Purpose of policy:** The purpose of MFC's anti-bullying policy is to prevent bullying from happening within the organisation, as much as possible. When bullying does happen, MFC will make sure it is stopped as soon as possible and that those involved receive the support they need. In addition, MFC will provide information to all staff, children and their families about what needs to be done to prevent and deal with bullying. Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm. People are often targeted by bullies because they appear different from others. MFC acknowledges that everyone has a role to play in preventing bullying and putting a stop to bullying.

### **MFC will seek to prevent bullying by:**

1. Developing a code of behaviour that sets out the "dos" and "don'ts" in terms of how everyone involved in MFC is expected to behave, both in face-to-face contact and online. This Code of Behaviour can be found in this Safeguarding Handbook.
2. Holding regular discussions with MFC's staff members, volunteers, children and families who use MFC, to ensure that they understand MFC's Anti-Bullying Policy. **These discussions will focus on:**
  - a. Group members' responsibilities to look after one another and uphold the behaviour codes.
  - b. Practising skills such as listening to each other.
  - c. Respecting the fact that we are all different.
  - d. Making sure that no one is without friends.
  - e. Dealing with problems in a positive way.
  - f. Checking that the anti-bullying measures are working well.
3. Developing a Complaints Policy and Procedure. This policy and procedures can be found in MFC's **Complaints Policy, Complaints Procedure** and **Complaints Procedure Flowchart** in the Introduction section of this Safeguarding Handbook.
4. Making sure that MFC staff, children, as well as parents and carers have clear information about our anti-bullying policy, complaints procedure, code of behaviour and anti-bullying procedure

### **When bullying occurs MFC will respond to it by:**

1. Having a clear anti-bullying procedure in place.
2. Providing support and training for all MFC staff on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying.
3. Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and MFC as a whole.
4. Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved.
5. Avoiding any punishments that make the individuals concerned seem small, or look or feel foolish in front of others.

**Reviewed & Updated: September 2018**

MFC will review this **Anti-Bullying Policy** and best practice at least annually. In addition, more frequent reviews will be undertaken following any major safeguarding incident, incident learning outcomes, organisational changes, as well as changes to legislation.