

BULLYING POLICY

The provision is committed to providing an environment for children that is safe, welcoming and free from bullying. Bullying of any form is unacceptable in our club, whether the offender is a young person or an adult. The victim is never responsible for being the target of bullying.

Everyone in the provision, will be made aware of the provisions stance towards bullying. Such behaviour will not be tolerated or excused.

The provision defines bullying as the repeated harassment of others through emotional, physical, verbal or psychological abuse. 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 sort of violence against another person.

Verbal- Name-calling, put-downs, ridiculing or using words to attack, threaten or insult.

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

Preventing bullying

Staff will make every effort to create a tolerant and caring environment, where bullying behaviour is not acceptable. Staff will discuss the 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 effort to prevent it, bullying behaviour is likely to occur on occasion and the provision recognises this fact. In the event of such incidents, the following principles will govern the provisions response:

- All incidents of bullying will be addressed thoroughly and sensitively.
- Young people will be encouraged to immediately report any incident of bullying that they witness. They will be reassured that that what they say will be taken seriously and handled carefully.

- If a young person 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 supported by staff. They will be kept under close supervision and their welfare will be checked on regularly.
- In most cases, bullying behaviour can be addressed accordingly 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 involved.
- Where bullying behaviour persists, more serious actions may have to be taken, as laid out in the suspensions and exclusions policy.
- Staff will inform parents/carers of all young people 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 and recorded in the incident record book. In the light of reported incidents, staff will review the provisions procedures in respect of bullying.
- An **anti bullying contract** has been drawn up for young people to sign.

Kellie Lawton

Director

Date incorporated November 2019

Reviewed November 2020