

# Anti-Bullying Policy

## Bullying



- Bullying will not be accepted or condoned. All forms of bullying will be addressed.
- Bullying can include: Physical pushing, kicking, hitting, pinching etc. Name-calling, sarcasm, spreading rumors, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals. Racial taunts, graffiti, gestures. Sexual comments and/or suggestions. Unwanted physical contact.
- Children from ethnic minorities, disabled children, young people who are non-binary, LGBTQ+ or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.
- Staff and volunteers will have access to training on anti-bullying.
- Where a child's bullying behavior is of a particularly violent or aggressive nature and the club is unable to address the behavior through behavior management strategies or disciplinary measures within reasonable time, it is worth considering instigating child protection procedures.

## The Individual



- Respect every child's need for, and rights to, a play environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- Respect every individual's feelings and views.
- Recognise that everyone is important and that our differences make each of us special.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.
- Ensure safety by having anti-bullying rules and practices, developed with the participation of children and young people

## Support to the child



- Children should know who will listen to and support them.
- Any advice and assistance should be given by an appropriately trained and experienced worker.
- Children should have access to helpline numbers.
- Children should be told what is being recorded in what context and why.
- The children have access to a safe adult to talk about bullying or any other issues that affect them. These adults need to be trained in listening skills; particularly in counseling they must also know the limits of their confidentiality and understand the nature of consent.
- Anyone who reports an incident of bullying will be listened to carefully and will be supported whether it is the child being bullied or the child who is bullying.
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved.
- Children being bullied will be supported and assistance given to uphold their right to learn, develop and play in a safe environment, which allows them to reach their potential.
- Those who bully will be supported and encouraged to stop bullying, it should be recognised that the bully may well be a victim as well as the bullied.
- Sanctions involving long periods of isolation or which diminish and make individuals look or feel foolish in front of others should be avoided.

