

Anti Bullying

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all the children in our care so that they can play and learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our setting. If bullying does occur, all children should be able to and know that any incident will be dealt with promptly and effectively. We are a telling club. This means that anyone who knows that bullying is happening is expected to tell a member of our team.

What is bullying?

Bullying can be the use of aggression with the intention of hurting another person.

Bullying can result in pain and distress to the victim.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding possessions or threatening gestures).
- Physical – any use of violence towards another.
- Sexual – unwanted physical contact or sexually abusive comments.
- Discrimination of any kind.
- Verbal – name-calling, spreading rumours, teasing.
- Cyber – all areas of the internet, such as emails & internet chat rooms misuse. Mobile phone text messaging & calls. Misuse of camera phones & video facilities.

Why is it important to respond to bullying?

Bullying HURTS. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who bully others need to learn different ways of behaving. The club has a responsibility to respond promptly and effectively to issues of bullying.

Policy Objectives

All staff, children and parents should have an understanding of what bullying is.

All staff involved in the care of children should know what the club policy is on bullying, and follow it when bullying is reported.

All children and parents should know what the policy is on bullying and what they should do if bullying occurs.

Testlands takes bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.

Bullying of any kind, will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child;

- is frightened of walking to or from the Club
- changes their usual routine
- does not want to come to the Club
- attendance becomes erratic
- becomes withdrawn, anxious or lacking in confidence
- starts stuttering
- attempts or threatens to self-harm or run away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work or in the Club
- has possessions which are damaged or go 'missing'
- has dinner or other monies continually 'lost'
- has unexplained cuts or bruises
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

Report bullying incidents to staff who should record in the incident log.

In cases of serious bullying, the incidents will be recorded by staff and discussed with the Senior Leader/Site leader.

In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem.

If necessary and appropriate then the police will be consulted.

An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

The bully or bullies may be asked to genuinely apologise. Other consequences may take

place. In serious cases, suspension or even exclusion will be considered.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include;

- Writing a set of club rules
- Writing stories, poems or drawing pictures about bullying
- Reading stories about bullying or having them read to children individually and in groups
- Making up role play
- Having discussions about bullying and why it matters
- Encouraging values such as respect
- Model fair and respectful behaviour and leadership.
- Challenge all forms of prejudice and promote equality.
- Discourage children and young people from colluding with bullying.
- Help children and young people to develop positive relationships and choose not to bully or discriminate.
- is recorded anonymously such as “Child A said this and Child B did this”.

Last reviewed: August 2024

Date of next review: August 2025

Signed by: B. Stanley