

## Anti-Bullying Policy

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others might be feeling. Children who experience bullying, racism or other unacceptable behaviour will be given the confidence to speak out.

Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes others feel uncomfortable or threatened.

Any form of bullying is unacceptable and will be dealt with immediately. In the After School Club staff follow the procedures below to enable them to deal with challenging behaviour:

- Staff are encouraged to ensure that all children feel safe, happy and secure.
- Staff are encouraged to recognise that active physical aggression in the early years is part of the child's development and that it should be channelled in a positive way.
- Children need to be helped to understand that using aggression to get things is inappropriate and they will be encouraged to resolve problems in other ways.
- Our staff are encouraged to adopt a policy of intervention when they think a child is being bullied, however mild or harmless it may seem.
- Staff are ready to initiate games and activities with children, when they feel play has become aggressive, both indoors and out.
- Any instance of bullying will be discussed fully with the parents of all involved, to look for a consistent resolution to the behaviour.

If any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only through cooperation and working together that we can ensure our children feel confident and secure in their environment, both at home and in the setting.

All concerns will be treated in the strictest of confidence.

### Dealing with Bullying Behaviour:

We will make every effort to create a tolerant and caring environment within the setting, where bullying behaviour is not acceptable. Where appropriate, 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.

- 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 the manager if they witness an incident of bullying involving children or adults in the setting.
- 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 in the setting. The child accused of bullying will be encouraged to discuss their behaviour where appropriate and think through the consequences of their actions.

- A member of staff will inform the parents/carers of all children involved in a bullying incident at the earliest possible opportunity. At all times staff will handle such incidents with care and sensitivity.
- All incidents of bullying will be reported to the manager and will be recorded on an incident form which is signed by staff and parents. In the light of reported incidents, the manager and other relevant staff will review the procedures in respect of bullying.