



## ANTI BULLYING POLICY

### Introduction - Definition

Bullying is the willful, conscious desire to hurt, or threaten or frighten someone else. All bullying is aggression, either verbal or psychological, although not all aggression is necessary bullying.

### Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a club ethos in which bullying is regarded as unacceptable.

We aim, as a club, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent club response to any bullying incidents that may occur.

We aim to make all those connected with the club aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

### Responsibility of the Manager

It is the responsibility of the manager to implement the club anti-bullying strategy and to ensure that all staff are aware of the club policy and know how to deal with incidents of bullying.

The manager and staff ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in the club. The staff draws the attention of children to this fact at suitable moments.

The manager and staff sets the club climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

## **The role of the staff**

Staff in our club take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep records of all incidents that happen in the club.

If, as staff, we become aware of any bullying taking place between members of the club, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the manager may contact external support agencies such as the social services.

Staff attempt to support all children in the club and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

## **The role of parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the club manager immediately.

Parents have a responsibility to support the clubs anti-bullying policy and to actively encourage their child to be a positive member of the club.

## **Monitoring and review**

This policy is monitored by the manager.