



## Anti – Bullying Policy

Tarner Community Project Community project defines bullying as the repeated harassment of others through emotional, physical, psychological or verbal abuse.

- Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.
- Psychological: Behaviour likely to create a sense of fear or anxiety in another person.
- Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel 'left out' of a game or activity, passing notes about others or making fun of another person.
- Verbal: Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

Staff, children and parents or carers will be made aware of our position on bullying.

Bullying behaviour is unacceptable in any form. Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by a Playworker, and then discussed with the Co-ordinator. A clear account of the incident will be recorded in an Incident form and parents/ carers will be asked to sign the form. All Playworkers will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

## Preventing bullying behaviour

Playworkers will foster an anti-bullying culture in the following ways:

- Encouraging caring and nurturing behaviour
- Discussing friendships and encouraging paired, group and team play
- Encouraging children to report bullying without fear
- Discussing the issues surrounding bullying with the children, including why bullying behaviour will not be tolerated
- Exploring the consequences of bullying behaviour with the children.

## Responding to bullying behaviour

We acknowledge that despite all efforts to prevent it, bullying behaviour is likely to occur on occasion. If such incidents should occur, we will respond in accordance with the following principles:

- We will address all incidents of bullying thoroughly and sensitively.
- Victims of bullying will be offered the immediate opportunity to discuss the matter with a member of staff who will reassure the child and offer support.
- They will be reassured that what they say will be taken seriously and handled sympathetically.



# Tarner Community Project

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- Staff will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.
- If another child witnesses bullying and reports this, staff will reassure them that they have done the right thing. Staff will then investigate the matter.
- If a member of staff witnesses an act of bullying, involving children or adults at the club, they will inform the Co-ordinator.
- Children who have bullied will be helped by discussing what has happened, establishing why the child became involved. Staff will help the child to understand why this form of behaviour is unacceptable and will encourage him/her to change their behaviour.

If bullying behaviour persists, more serious actions may have to be taken, such as exclusion from the club for a one week period or permanent exclusion.

All incidents of bullying will be reported to the Manager and will be recorded on an Incident form. The Manager, Deputy, Trustees, CEO and Playworkers will review the Club's procedures in respect of bullying, to ensure that practices are relevant and effective.

The club does not accept any form of bullying by either a child or Playworker.

**This policy will be reviewed annually**

**This policy was updated on May 2015**

Signed (Manager)