



# ANTI-BULLYING POLICY

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As a childcare provider we view bullying to be the wilful and conscious desire to hurt, frighten or threaten another person. It can take many forms although most acts fall into three main categories;

- repeated physical acts - hitting, kicking, taking belongings;
- spoken word or silent gesture - name calling, insulting, making offensive remarks or gestures;
- indirect - spreading stories about someone, exclusion from social groups, being the subject of malicious rumours.

### **Childcare Focus**

To act immediately and positively to all reports of bullying, aiming to ensure everyone is able to attend the after school club in safety and free from abuse, oppression and humiliation.

### **Childcare Aims**

- To create an environment in which bullying is considered unacceptable.
- Everyone should be responsible for ensuring that activities take place in an atmosphere which is caring and protective.
- To encourage children to discuss all incidents with staff, friends and family.
- To encourage vigilance in everyone to detect bullying behaviour.
- To address the problem through discussions and activities where possible.
- To provide help and guidance for both victims and bullies.

### **Childcare Objectives**

- All reported, observed or suspected incidents will be treated seriously and dealt with promptly.
- All incidents to be reported to the Manager and to involve parents when necessary. Relevant staff to monitor further developments - written records may be necessary.
- All staff will receive training and guidance about appropriate procedure through training and staff meetings.
- Parents of both victims and bullies will be informed of action taken.
- Children will be taught to discuss problems, self-discipline, and assertiveness, and to be personally responsible for their behaviour.
- Positive rewards systems will be used throughout the childcare sessions, and if necessary appropriate sanctions such as the withdrawal of privileges will be enforced.
- All staff will be advised to listen carefully and to discuss and to reason with children. This can take place independently or as a whole group.
- Staff at school will be informed of any issues that have taken place during after school childcare sessions at the earliest convenience.
- Temporary exclusion from the child care service for up to 14 days can be enforced, or permanent exclusion in extreme cases.

## Allegations of Bullying - Procedures

