

# STAY AND PLAY ANTI BULLYING POLICY

## *RATIONALE*

It is a basic entitlement of all children in our care to feel safe, and happy in a secure environment, free from humiliation and harrassment. It is the responsibility of all adults in the after school community to ensure that we create a caring, supportive and protective atmosphere.

## *DEFINITION OF BULLYING*

Bullying is the wilful, conscious desire to threaten, hurt or frighten someone.

Bullying happens when a child is subjected to repeated aggressive acts over a period of time by another child or group of children.

Bullying can often involve physical and verbal attacks, name calling, malicious gossip, damaging or stealing the property of the victim or pressing the victim into acts that they do not wish to do.

## *GUIDELINES FOR DEALING WITH BULLYING*

All adults are responsible for watching for the early signs of distress in the children, eg isolation, the desire to remain with adults, crying for no apparent reason. While this behaviour may be symptomatic of other problems it may indicate early signs of bullying.

All reported incidents should be listened to carefully. A decision as to whether to log the incident should be made at this point and the supervisor informed.

The unacceptable nature of the behaviour and the consequences of any repetition should be made clear to the bully and procedures for informing the manager implemented if it is felt to be appropriate for the parents to be informed.

The victim should be offered immediate support.

Opportunities should be provided for discussion of the problem between bully and victim if deemed appropriate by staff.

Opportunities for raising self esteem should be offered to the victim.

The behaviour policy's strategy for rewarding and praising positive non- aggressive behaviour should be applied consistently by all staff.