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# Anti-Bullying/Behaviour Policy

Objectives of this Policy This policy outline what The Parachute Club will do to prevent and tackle bullying. We are committed to providing a caring, friendly and safe environment for all our children so that they can learn in a relaxed and secure atmosphere. We are committed to developing an anti-bullying culture whereby no bullying, including bullying between adults or adults and children, will be tolerated. Our club will: monitor and review our anti-bullying policy and practice on a regular basis, ensuring that all staff know what the clubs policy is on bullying, and follow it should bullying be reported;

- Support all staff to promote positive relationships to prevent bullying, and identify and tackle any bullying behaviour appropriately and promptly;
- Ensure that all children and parents know what the clubs policy is on bullying, and what they should do if bullying arises;
- Reassure parents and children that they will be supported if bullying is reported. As a club we take bullying very seriously.
- Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn will work with the club to uphold the anti bullying policy.
- Ensure that children are aware that all bullying concerns will be dealt with sensitively and effectively so that they feel safe to play;
- Support all children through encouraging them to develop positive social skills and attitudes by learning how to relate to and respect each other. Definition of bullying: Bullying is 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'. Bullying can take many forms and is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or perceived differences. Bullying can happen to anyone. This policy covers all types of bullying including:
  - Bullying related to race, religion or culture.
  - Bullying related to SEND (Special Educational Needs or Disability).
  - Bullying related to appearance or physical/mental health conditions.
  - Bullying related to sexual orientation (homophobic bullying).
  - Bullying of young carers, children in care or otherwise related to home circumstances.

- Sexist, sexual and transphobic bullying;
- Bullying via technology – for instance, cyber-bullying via text messages or the internet

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, and taking belongings, producing offensive graffiti, gossiping, excluding people from groups, and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyber bullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

### Preventing, identifying and responding to bullying

As a club we have created an ethos of good behaviour where children treat one another and the clubs staff with respect because they know that this is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole clubs environment and are reinforced by staff and older pupils who set a good example to the rest. Our club's response to bullying does not start at the point at which a child has been bullied. Our club's staff acts proactively to gather any information about issues between children which might provoke conflict, and develop strategies to prevent bullying occurring in the first place. This might involve talking to children about issues of difference, perhaps in lessons, through dedicated events or projects, or through children meetings. Strategies to help prevent the occurrence of bullying behaviour At The Parachute Club

#### we will:

- ensure all staff is aware of and follow the clubs behaviour policy;
- create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all;
- actively provide opportunities to develop children's social and emotional skills, including their resilience;
- provide an 'open door' approach for children, staff and parents/carers to access support and report concerns;
- challenge practice which does not uphold the clubs values for example, tolerance, non-discrimination and respect towards others;
- consider all opportunities for addressing bullying in all forms throughout the club;

- regularly update and evaluate our approaches to take into account the developments of technology, and provide up-to-date advice and education to all members of the community regarding positive online behaviour;
- train all staff to identify all forms of bullying and to follow the club policy and procedures (including recording and reporting incidents);
- proactively gather and record concerns and information about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring;
- use a variety of techniques to resolve the issues between those who bully and those who have been bullied;
- work with other agencies and the wider community to prevent and tackle concerns;
- celebrate success and achievements to promote and build a positive clubs ethos.

### **Involvement of children**

We will:

- regularly gather the children's views on the extent and nature of bullying;
- ensure that all children know how to express worries and anxieties about bullying;
- ensure that all children are aware of the range of sanctions which may be applied against those engaging in bullying.

### **Liaison with parents and carers**

We will:

- make sure that key information about bullying (including policies and named points of contact if parents are worried) is available to parents/carers e.g. website, newsletter;
- ensure all parents/carers know about our complaints procedure and how to use it effectively;
- ensure all parents/carers know where to access independent advice about bullying;
- work with all parents/carers and the local community to address issues beyond the school gates that may give rise to bullying;
- ensure that parents work with the school to role model positive behaviour for children.

## **Links with other club policies and practices**

This Policy links with a number of other clubs policies, practices and action plans including:

- discipline policy
- Complaints policy
- Safeguarding and child protection policies
- e-Safety (Online Safety) and Acceptable Use policies
- Use of mobile phone and social media policies
- Staff Code of Conduct

## **Responsibilities**

It is the responsibility of, clubs management to take a lead role in monitoring and reviewing this policy;

- management and all staff to be aware of this policy and implement it accordingly;
- Staff to support and uphold the aims of the policy;
- Parents/carers to support their children and work in partnership with the club;
- Children to abide by the policy;

## **Procedures for all staff Dealing with Incidents When bullying is suspected or reported:**

- Staff will intervene immediately when bullying is reported;
- Staff will investigate – listen to all parties and witnesses;
- The incident will be recorded and given to the management, who will interview the children concerned;
- The child being bullied will be made aware that the incident will be dealt with;
- Parents/carers of the child/children doing the bullying will be asked to attend a meeting to discuss their child's behaviour;
- Parents/carers of the child being bullied will be informed and invited to meet with an appropriate member of staff;
- A suitable sanction will be implemented for the child doing the bullying in order to modify or change the behaviour;

- Staff will monitor the behaviour of both “bully” and “victim”, and all staff will be alerted to watch out for further occurrence.

### **Supporting children**

The first priority will be to support the victim. Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice;
- Reassuring the child and providing continuous support;
- Helped to develop strategies to prevent re-occurrence;

#### **Restoring self-esteem and confidence;**

Sanctions will be applied to those children who are bullying as appropriate. This may be a removal of privileges or removal from the play for a period of time in order that the victim may play safely in the knowledge that the bully is not present. children who have bullied will be helped by:

- Discussing what happened and establishing the concern, developing an understanding of the impact of their actions on the victim, and helping them understand that what they have done is wrong and that they need to change their behaviour;
- Informing parents/carers to help change the attitude and behaviour of the child;
- Providing appropriate education and support;

### **Supporting Adults**

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with a senior member of staff;
- Being advised to keep a record of the bullying as evidence;
- Where the bullying takes place outside of the club then the club will ensure that the concern is investigated and that appropriate action is taken
- Reassuring and offering appropriate support;
- Working with the wider community to provide further or specialist advice and guidance;

**Adults (staff and parents) who have bullied will be helped by:**

- Discussing what happened with a senior member of staff and establishing the concern;
- Clarifying the clubs official procedures for complaints or concerns
- Instigating disciplinary action, if appropriate;

## **Supporting Organisations and Guidance**

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Beat Bullying: [www.beatbullying.org](http://www.beatbullying.org)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- DfE: “Preventing and Tackling Bullying. Advice for head teachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/nohealth-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

## **Cyber bullying**

- Childnet International: [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

## **UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk) LGBT (lesbian, gay, bisexual, and transgender)**

- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Pace: [www.pacehealth.org.uk](http://www.pacehealth.org.uk)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk) SEND
- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)

- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)

**DfE: SEND code of practice: [https://www.gov.uk/government/publications/send-codeof-practice-0-to-25 Racism and Hate](https://www.gov.uk/government/publications/send-codeof-practice-0-to-25-Racism-and-Hate)**

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)