

ANTI-BULLYING

Our Club is committed to providing an environment for children that is welcoming, secure, and free from threat, harassment and any type of bullying. Bullying of any form is unacceptable in our Club, whether the offender is a child or an adult.

The Manager and the Roundabout staff will make every effort to create a tolerant and caring environment in the Club, where bullying behaviour is not acceptable. Staff will discuss the issues surrounding bullying openly, including why bullying behaviour will not be tolerated and what the consequences of bullying behaviour will be.

Everyone involved in the club, committee, staff, children and parent/carers, will be made aware of the Club's stance towards bullying. Such behaviour will not be tolerated or excused under any circumstances and that we are committed to overcoming bullying by practising zero tolerance.

Children will be encouraged to immediately report any incident of bullying that they witness. They will be reassured that what they say will be taken seriously and handled carefully.

DEFINITION:

The Club defines bullying as the repeated harassment of others through emotional, physical, verbal or psychological abuse. Examples of such behaviour are as follows:

Emotional: Being deliberately unkind, shunning or excluding another person from a group, or tormenting them, passing notes about others or making fun of another person.

Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of violence against 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.

Psychological: Behaviour likely to instil a sense of fear or anxiety in another person.

PROCEDURES:

Despite all efforts to prevent it, bullying behaviour is likely to occur on occasion and Roundabout recognises this fact. In the event of such incidents, the following principles will govern the Club's response:

- All incidents of suspected, reported or witnessed acts of bullying will be addressed thoroughly and sensitively.
- If a child or a member of staff tells someone that they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.
- It will be explained to both parties that bullying is not accepted at Roundabout and that we will not tolerate any form of bullying.
- All incidents of bullying will be reported to the Manager / Deputy Manager and recorded accurately in the Incident Book.
- The Manager / Deputy Manager will ensure a copy of the report is handed to the Head of the school and will work closely with the school to support all involved.

PERSONS INVOLVED:

Victim:

- Offered an opportunity to discuss the experience with a member of staff of their choice.
- Reassured.
- Supported by the whole team.
- Kept under close supervision and offered continuous support.
- Restore self confidence and self esteem.
- Offered supported time to meet with the other party/parties to discuss the incident and their feelings.

Perpetrator:

- Encouraged to discuss their behaviour and think through the consequences of their actions with a member of staff of their choice.
- Supported by the whole team.
- Kept under close supervision and offered continuous support.
- Restore self confidence and self esteem.
- Encouraged to talk through the incident with the other person.

Staff responsibilities:

- To implement our procedures to confront bullying in any form.
- To listen to all parties involved.
- To refer the matter to the Manager / Deputy Manager.
- To record all incidents or suspected incidents in the appropriate book.
- To show by example that bullying is not acceptable.
- A member of staff will inform the parents/carers of all the children involved in a bullying incident at the earliest possible opportunity.
- At all times, staff will handle such incidents with care and sensitivity.

In most cases, bullying behaviour can be addressed according to the strategies set out in the Behaviour Management policy.

Where bullying behaviour persists, more serious actions may have to be taken, as laid out in the Suspensions and Exclusions policy.

In the light of reported incidents, the Management Committee, Play Leader / Deputy Play Leader and staff will review the Club's procedures in respect of bullying.

Each year this policy will be reviewed to assess its implementation and effectiveness.

**ROUNDAABOUT WILL WORK CLOSELY WITH ROUND HILL SCHOOL TO
ELIMINATE BULLYING**