

LASK -Anti-Bullying Policy

LASK will provide a supportive, caring and safe environment in which all children are free from the fear of being bullied. Bullying of any form is not tolerated in our club, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the Club's 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 the member of staff informed, and then discussed with the supervisor. A clear account of the incident will be recorded in an **Incident log**. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed, as will the head teacher of the child's school (After School Club Only).

LASK 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.

Preventing bullying behaviour

Staff at LASK 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

LASK acknowledges that despite all efforts to prevent it, bullying behaviour is likely to occur on occasion. Should such incidents occur, the Club will respond in accordance with the following principles:

- We will address all incidents of bullying thoroughly and sensitively.
- They will be reassured that what they say will be taken seriously and handled sympathetically.
- 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 supervisor.
- All incidents of bullying will be reported to the manager and will be recorded on an **Incident Log**. The manager and other relevant staff will review the Club's procedures in respect of bullying, to ensure that practices are relevant and effective.

For the Victim of bullying: LASK will let the bullying victim know that people care about them and are concerned about what is happening. We will ask the bullying victim tell us exactly what is happening and reassure them that their feelings are normal and that it is not their fault. We will let the bullying victim know that talking about their problem to staff and their parent/careers will only help the situation and is the right thing to do.

We will talk to parents of the bullying victim. Parents and staff working together is the best way to stop bullying and help a bullying victim.

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.

For the Bully: All of us have to deal with a lot of difficult situations and emotions. For some people, when they're feeling stressed, angry, or frustrated, picking on someone else can be a quick escape – it takes the attention away from them and their problems.

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

LASK will also speak with the parents of the bully so that they can address the problem. Explain what is happening in a non-confrontational manner and dispel any misunderstandings about bullying that parents may have. Many parents think that bullying is normal and is no big deal, but once they know how serious it can be they will be more concerned.

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

This policy was adopted by: LASK	Date: 06/04/14
To be reviewed: Sept 2022	Signed: Patrick Franks

Written in accordance with the EYFS welfare requirement: *Safeguarding and promoting children's welfare.*