



## **Anti-Bullying**

PopSoc is dedicated to ensuring a suitable environment for children at all times which is free from all types of bullying and is emotionally and physically safe. Bullying is considered totally unacceptable in this club.

In order to ensure the continuation and propagation of the club's anti-bullying view the Manager will ensure that all people involved in the club are aware of the club's mission statement and policy concerning bullying: this means children, parent/carers, Committee members, staff and volunteers.

Bullying is considered by PopSoc to be the repeated harassment of others through emotional, physical, verbal or psychological abuse. Examples of such abuse are as follows:-

- ∨ **Emotional** – being deliberately unkind, shunning or excluding another person from a group or tormenting them, for example, deliberately and/or maliciously omitting another person from a game or activity; making fun of another person.
- ∨ **Physical** - using any sort of violence against another person, such as pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, punching or deliberately tripping someone up.
- ∨ **Verbal** – name-calling, 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.

## **Preventing Bullying Behaviour**

It is the responsibility of the Playworkers to create an environment based on respect within the club and to promote tolerant and caring behaviour. It is the responsibility of the Playworkers to use conversations throughout the club's sessions to promote anti-bullying sentiment. The Manager will ensure that children are fully aware of the club's stance on bullying and the consequences of bullying behaviour.

The staff will also hold regular meetings to discuss any occurrences in the club and discuss a united approach to dealing with them. Please see Behaviour Management Policy.

### **Dealing With Bullying Behaviour**

PopSOC accepts that, despite all efforts of preventative action, it is still possible that bullying will occur. Therefore PopSOC aims to deal with this behaviour with regard to the following principles:-

- ∇ Incidents involving bullying will be treated sensitively and thoroughly.
- ∇ Children in the club are encouraged to report any incidents of bullying to the staff team. Children will be assured that all incidents reported will be treated consistently and taken seriously.
- ∇ Staff have a duty to inform the Manager or a Management Committee member if they witness an incident of bullying involving children or adults at the club.
- ∇ 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.
- ∇ The individual who has been the victim of bullying will be helped and supported by the staff team. They will be kept under close supervision and staff will check on their welfare regularly.
- ∇ The person accused of bullying will be encouraged to discuss their behaviour and think through the consequences of their actions. Where appropriate, they will be encouraged to talk through the incident with the other person concerned and if conceivable take action to make amends for their behaviour.
- ∇ 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 will have to be taken.
- ∇ A member of staff will inform the parent/carers of all the children involved in a bullying incident at the earliest possible opportunity. If appropriate, staff

will facilitate a meeting between the relevant parent/carers. At all times, staff will handle such incidents with care and sensitivity.

- ∇ All incidents of bullying will be reported to the Manager and will be recorded in the Incident Record Book. In the light of reported incidents, the Manager, Management Committee and other relevant staff will review the club's anti-bullying procedures.

Policy written January 2009  
2010

Policy reviewed April