



# **Anti Bullying Policy**

## **STATEMENT OF INTENT**

The aim of this policy is to provide procedures and practical guidance for all Seren Kids employees, agents, volunteers, and other professionals and or partners working alongside the Club to safeguard children.

## **Introduction**

Seren Kids is committed to providing a caring, friendly, and safe environment for all our children so that they can learn and progress in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Seren Kids. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING organisation. This means that anyone who knows that bullying is happening is expected to tell the Staff and officials.

## **WHAT IS BULLYING?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g., hiding kit, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing

- Cyber: All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of social technology, i.e., camera and video facilities

## **WHY IS IT IMPORTANT TO RESPOND TO BULLYING?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving.

Seren Kids has a responsibility to respond promptly and effectively to issues of bullying affecting children.

## **OBJECTIVES OF THIS POLICY**

- All Staff should know what the policy is on bullying and follow it when bullying is reported
- All Children and parents should know what the policy is on bullying, and what they should do if bullying arises
- Seren Kids takes bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated

## **SIGNS AND SYMPTOMS**

A Child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Says they are being bullied
- Changes their usual routine
- Is unwilling to go to the club/camp
- Becomes withdrawn anxious, or lacking in confidence
- Comes home with clothes torn or belongings damaged

- Has possessions which are damaged or “go missing”
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Is frightened to say that’s wrong
- Gives improbable excuses for any of the above

In more extreme cases, the child:

- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Attempts or threatens suicide or runs away

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **PROCEDURES**

1. Report bullying incidents to the DSL
2. Parents should be informed and will be asked to come into a meeting to discuss the problem
3. If necessary and appropriate, police will be consulted- for example if there has been an assault, harassment, or theft
4. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour

In cases of adults reported to be bullying children (Remember Under the Child Act 2004 a child is a person under the age of 18 years), the DSL must always be informed and will advise on action to be taken. Where it is a senior member of staff such as the DSL that needs to be reported you should seek advice from NSPCC or the LA.

## **PREVENTION**

Seren Kids have the following preventative measures in place:

1. Behaviour policy sent to parents in a welcome pack and they are encourage to discuss this with children prior to attending the club/camp
2. All members of staff have been trained on all Seren Kids policies and procedures including the behaviour policy, and this anti bullying policy.
3. Adults will model respectful kind behaviour at all times, and give encouragement for children to do the same.
4. Children will be briefed on expected standards of behaviour and respect at the start of any club or camp, and explain that if children are ever being hurt, bullied, or feeled concerned or worried about something they can always tell an adult and we will help.
5. All pupils must read and sign an acceptable use agreement
6. We welcome feedback on our preventive measures from schools and parents in order that we may improve them
7. We look to guidance from external organisations and will update staff training and policies where possible and/or necessary