



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 an individual or group of people either physical or emotional. 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 the 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.

CYBER-BULLYING

With technology rapidly developing, cyber-bullying has become a new medium for ‘virtual’ bullying which can happen all times of the day and can happen to a wider audience.

Types of cyber-bullying:

- Threats and intimidation

- Harassment
- Cyber-stalking (E.g. repeatedly sending unwanted text messages or instant messages)
- Sexting (Sending and receiving sexually explicit messages)
- Vilification/defamation
- Exclusion/peer rejection
- Impersonation
- Unauthorised publication of private information or images
- Trolling (abusing the internet to provoke or offend others online)

Cyber-Bullying will not be accepted at Seren Kids. Any reported incidents of cyber-bullying will be dealt with immediately and would require an incident record along with conversations with parents/carers and removal of privileges for a limited time to ensure all children know that bullying is not acceptable.

If the behaviour is persistent we would refuse access to Seren Kids services and we will have to contact the relevant local authorities where necessary and where we are required to do so by our Safeguarding Policy.

Electronic devices from outside of our camps are prohibited. If anyone has any prohibited device, this can be confiscated and handed to a parent or carer at the end of the session.

Our clubs and camps always give clear guidance on safe and positive use of technology inside our clubs and camps and out in the wider community. Please refer to '*Online Safety, Social Media Policy & Acceptable Use Agreements*'

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 at restoration will be made where possible at the first instance, unless the incident is serious enough to require immediate report to relevant local authorities or emergency services
6. When there is 'reasonable cause to suspect a child is suffering or likely to suffer significant harm' a bullying incident will be addressed as a child protection concern under the Children's Act 1989 (Department for Education, England.)

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 sign posted to parents upon booking with Seren Kids and they are encouraged 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 feels concerned or worried about something they can always tell an adult and we will help.
5. All staff are trained, and parents are signposted to our anti-racism and equality policies.
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

This policy was last reviewed on 25th February 2025. This policy should be reviewed at least every 2 years by a member of Senior management or board of directors.