### Anti Bullying Policy

This Club is committed to providing an environment that is safe, friendly and caring for all. Bullying of any type is not accepted in the Club and we will respond quickly, effectively and consistently to all bullying behaviour. This will be done whilst respecting individual children’s level of understanding and maturity, and in line with our behaviour policy, safeguarding policy and any other relevant policies. This policy relates to all staff, visitors, children and parents/carers linked to the Club.

‘Bullying is where someone hurts you either physically, by hitting or kicking you, or verbally by calling you names or teasing you.’ Bullying can happen in person or over digital devices like cell phones, computers, and tablets. This is called cyberbullying and can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content[[1]](#footnote-2). Examples can be found below.

**Playworkers who have witnessed or received a disclosure relating to bullying or who notice changes in behaviour that suggest a child is being bullied will follow the following procedure:**

* The child will be comforted and encouraged to explain what has happened.
* The Senior Playworker will investigate the matter in a sensitive and confidential manner (see confidentiality policy).
* The incident will be confidentially recorded and will include the nature of the incident. The parent/carer will be informed the same day
* All alleged racist and other discriminatory incidents will be investigated, recorded and action taken according to agreed and co-constructed processes. Actions will be communicated with involved parties.
* Any form of discriminatory behaviour will not be tolerated in the Club. Where the bullying has been perpetrated by another child, the Senior Playworker will work in partnership with children and parents (where appropriate) within agreed and co-constructed processes and communicate with involved parties to find a positive way forward that will include an education element.
* The need for ongoing support, including signposting, for the target/s will be considered.
* Following the investigation the Club’s behaviour management policy may be implemented if deemed appropriate.

Opportunities for discussion, information and resources on the subject of bullying will be used as an integral part of the Club’s programme, including staff professional learning and discussion of anti-discriminatory practice. Specific instances may also trigger additional discreet activities, resources and discussion with children on the subject, as a reminder and to improve children’s awareness.

Playworkers will be encouraged to attend relevant training wherever possible. While petty ‘tale telling’ is not desirable, genuine ‘whistle-blowing’ on bullying and other unacceptable behaviour will be acted on promptly. Allegations of bullying by staff and other adults associated with the Club will be investigated immediately.

Examples of bullying include:

* Calling you names
* Spreading lies about you
* Teasing you
* Hitting or kicking you and causing you physical pain
* Pushing or tripping you
* Hitting, kicking, pinching
* Taking or breaking your possessions or money
* Leaving you out or excluding you or embarrassing you in front of others
* Telling other children not to be friends with someone
* Threatening or intimidating you
* Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. It can include texting you horrible messages, filming you on their mobile phones and spreading it about or sending you horrible emails or messages on Facebook and other social networking websites.
* Any form of racist abuse i.e. assault, harassment, jokes, graffiti because of a person’s skin tone, ethnicity or nationality, including for example because of a person’s clothing or speech. Remember that some children who are in Wales, as the children of asylum-seeking parents and relatives fleeing persecution, may come to your setting as a result of Home Office policy. Playworkers need to take a trauma-informed view when thinking about how best to ensure that the child is at the centre of practice.

With thanks to Welsh Government’s Anti-Racist Community Mentors for their contribution to this policy.

1. [↑](#footnote-ref-2)