

**NETHER GREEN JUNIOR
AFTER SCHOOL CLUB
Anti-bullying Policy**

Policy Statement:

At Nether Green Junior After School Club (NGJASC) we do not tolerate any form of bullying. **ALL** children have the right to come and play at NGJASC without feeling scared or unsafe. We are committed to providing a caring, friendly and safe environment for all children who attend the club so that they can play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our setting. If bullying does occur, all children should be able to tell member of staff and know that any incident will be dealt with promptly and effectively. The member of staff will ensure that child is safe and inform the senior team (Manager: Tammy or current senior staff). Following on, Tammy will talk to staff and deal with the issue if it gets any worse (training, keyworker, meetings with parents, seeking information from the school etc.). If a bullying incident occurs this will be observed and monitored closely. Bullying towards staff is just as unacceptable and staff need to talk to a senior member if this occurs, if a member of the senior team is bullied, please contact the management committee.

What Is Bullying?

Bullying can take many forms and may not always be obvious. What is unwelcome or even frightening to a child may seem trivial to an adult. All complaints of bullying should be taken seriously. Bullying is not simply violence, or the threat of physical violence, it is any behaviour designed to undermine, or humiliate someone. It may consist of lots of small incidents, which can cause a child to 'overreact' to a trivial event, which is the last straw. Other children may not want to be witnesses as they are scared themselves. They may be so relieved not to be the subject of the bully themselves that they collude with the bully as a way of avoiding attention. Bullying is the use of aggression/imbalance of power 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 books, 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 focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & 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. Pupils who are bullying need to understand why they are behaving that way and learn different ways of behaving.

Procedure:

- We will investigate all incidents thoroughly.
- Report bullying incidents to staff
- The bully and the victim will be interviewed separately. The victim will need to be comforted and listened to.
- It is usually useful to support the victim, and tell the bully they will be dealt with later.
- We will talk to the victim first and then the bully to see if they can come up with a solution. The bully themselves may be struggling with something and acting out.
- In cases of serious bullying, the incidents will be recorded by staff and parents informed by a senior member of staff.

NETHER GREEN JUNIOR AFTER SCHOOL CLUB

- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem. Permission will be asked to work together with the school on the matter.
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- Each child involved will be treated with respect. Including the bully who should have a chance to change. The club will actively try to help the bully do this, consulting with parents and school if needed.
- If behaviour continues then we will consider a suspension and then an expulsion, if the behaviour does not alter and continues to upset other club members.
- Whilst the bully should be listened to also, sufficient action will be taken to prevent reoccurrence.
- We do not solely blame the bully; we look at everything that has contributed to the situation.
- A written record and witness information should be kept where appropriate
- Other staff members and the parents should be informed if appropriate.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered.
- 3) If possible, the pupils/staff members will be reconciled. Promoting positive relationships should be paramount.
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 5) Club policies will be reviewed and staff training may take place.

If you know someone is being bullied, take action!

Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel unhappy and on their own. If you feel you cannot get involved, tell someone who can, immediately. We have ways of dealing with people who bully without getting you into trouble. Do not be, or pretend to be, friends with someone who is a bully.

What can you do if you are being bullied?

Remember that your silence is the bully's greatest weapon!

Tell yourself that you do not deserve to be bullied, and that it is wrong!

Be proud of who you are. It is good to be individual.

Try not to show that you are upset. It is hard but a bully thrives on someone's fear.

Stay with a group of friends/people. There is safety in numbers. Do not approach the bully alone and stay where staff can see you.

Be assertive – shout "no!" walk confidently away. Go straight to a member of staff.

Fighting back may make things worse. If you decide to fight back, talk to a teacher or parent/guardian first.

Generally, it is best to tell an adult you trust straight away. You will get immediate support.

Staff will take bullying seriously and will deal with bullies in a way which will end the bullying and will not make things worse. Staff are aware of what bullying is and looks like.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)

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- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. Every child is individual and staff are aware of a child's normal behaviour and would investigate if a child started deviating from their normal behaviour.

To prevent Bullying

NGJASC will also ensure that difference is understood and experienced in ways that are positive for everyone, it's important to:

1. Celebrate the differences in all pupils and staff
2. Ensure all staff feel comfortable and confident talking about all kinds of difference.
3. Allow children to talk about things that they find different
4. Work with pupils to discuss what they want to share about things that make them different
5. Ensure all pupils have a strong sense of all the things that make them who they are. Also, look for shared interests and commonalities that they share.
6. Avoid talking to other students about a classmate's difference, outside of the parameters they are happy with, even if they ask.
7. Some children may need help to develop ways to communicate information about themselves.
8. At the same time, other children might need to learn how to communicate with a classmate who communicates in a different way or finds it hard to communicate.
9. Encourage job applications from all cultures and backgrounds, promoting diversity in our club.

- Report hate crimes or incidents to police. Stop Hate UK. 0800 138 1625

This policy was adopted at a meeting of	NGJASC	name of setting
Held on	Oct 2020	(date)
Date to be reviewed	Oct 2021	(date)
Signed on behalf of the management committee		
Name of signatory	Tammy Nelson	
Role of signatory (e.g. chair/owner)	Manager	

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