

HIGH DOWN AFTER SCHOOL CLUB
Down Road, Portishead, BS20 6DY

ANTI BULLYING POLICY

Anti bullying is part of our behaviour strategy and this policy should be used with the clubs behaviour policy.

PRINCIPLES

Bullying is unacceptable behaviour and the After School Club is committed to creating a safe environment where children can learn and play, can talk about their worries, confident that an adult will listen and offer help.

Children need clear boundaries and guidance as to what is acceptable behaviour and what is not.

High Down After School Club is also committed to providing an environment where the staff are free from the effects of bullying.

KEY PRACTICES

Staff will always intervene where bullying is observed.

Children and adults are encouraged to report incidents of perceived bullying to any member of staff. Manager and Deputy will be kept informed and where necessary the matter will be escalated by the Manager to the Executive Headteacher.

Action will be taken to address any recurring bullying.

Incidents of bullying will be recorded in our incident book and reported to parents/carers.

Outside agencies will be consulted for advice and information as required.

Observations will be made to ascertain a detailed picture of any bullying situations.

Parents/carers will be informed and consulted as and when a member of staff feels it is appropriate

Identity of children involved in bullying will not be disclosed wherever possible

Defining Bullying

Bullying is a behaviour which can be defined as the **repeated** attack, physical, psychological, social or verbal, by those in a position of power on those who are powerless to resist, with the intention of causing distress for their own gain or gratification.

Reviewed May 2017