



Anti Bullying Policy

Definition

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.

JPAC Ltd staff work with parents and children to create a happy caring environment. Bullying, either verbal, physical or indirect, will not be tolerated. Staff, children and parents or carers will be made aware of the Club's position on bullying. Bullying behaviour is unacceptable in any form.

It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Racial harassment is also bullying but is motivated by the victim's colour, race, nationality, or ethnic or national origins. Incidents of racial harassment will be recorded as such on the **Incident log**. (See our **Equalities Policy** for more information on how we deal with and challenge discriminatory behaviour.)

Bullying can be brought to the attention of staff either by the victims (s), their friend(s), their parent(s) or interested people.

Strategy for dealing with bullying:

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

1. Discussions at length with the victim. This will require patience and understanding. Remember – listen, believe, act.
2. Identify the bully/bullies. Obtain witnesses if possible. ALWAYS advise the Managing Director.
3. Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable within JPAC Out of School Clubs.
4. If they own up then follow the procedures outlined below and, in the Behaviour and Discipline Policy.
5. If they do not own up, investigate further. If it is clear that they are not telling the truth, continue with the procedures. Children usually own up if presented with all the facts.
6. Separate discussions with parents of victim and bully.

7. Sanctions for the bully may include withdrawal from favoured activities, time out, and depending on the severity of the incident (s) exclusion from the club.
8. Continue monitoring the situation through observation and having discussions with the victim to ensure no repetition.
9. As the behaviour of the bully (hopefully) improves, then favoured activities etc can be reinstated, **and** the child should be **praised for good behaviour**. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.

In order to identify incidents of bullying and the identities of bullies, JPAC staff have agreed to carry out the following strategies:

1. All staff watch for early signs of distress in children.
2. All staff listen, believe and act.

All incidents of Bullying will be recorded in the Incident Book

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