# **Peak Time Kids Club**

#### **ANTI-BULLYING POLICY**

The aims of this policy are to prevent bullying wherever possible and to ensure that should bullying occur, it will be recognised and dealt with effectively and appropriately.

#### Definition

Bullying is a form of inappropriate behaviour which is hurtful, deliberate and persistent. Bullying is **never** acceptable.

Peak Time is a friendly, caring kids club and expect all its users, staff and volunteers to help and value each other.

We can help prevent bullying in the following ways:

- By explaining the consequences of their actions, a bully may positively change their behaviour.
- By encouraging the skills of playing together bullying may decrease.
- Promoting a positive play environment for all children

## Action after bullying occurs

The Victim

- We will offer support to the victims of bullying.
- The co-ordinator will contact the parents of the victim to reassure them and provide them with information.

## The Bully

- We will inform parents of what has taken place and invite them into the Club to deal with the problem.
- Any punishment that is deemed necessary must also be accompanied by training in more appropriate behaviour.

### Others

• Other children should also be made aware that they have a role to play in avoiding or reporting incidents of bullying.

A record will be kept of all such events The facts must be established from children and adults involved Apply the definition It **isn't** bullying It is bullying Take speedy action taking account The behaviour was acceptable of the following groups Take appropriate action The Victim The behaviour was unacceptable Short-term: Take appropriate action Offer support Contact parents Long-term: The Bully Develop self assertion **Short-term:** Raise levels of self esteem Explain the consequences of their action Seek an apology from them Contact their parents/carers Take appropriate action Long -term: Reinforce social behaviour Raise their levels of self esteem Parents/Carers Inform them of the incident and action taken Invite them into school to try and involve them in the long term strategies to deal with **The Witness** Raise awareness of their responsibilities Include them in the long-term action

A possible bullying incident is identified (All incidents must be reported to the coordinator)