

**Anti Bullying Policy.**

At Belmayne After School we promote a happy and serene atmosphere based on respect and trust between adult and children, between adults and between children. We strive to provide everyone involved in our service with a sense of belonging and safety and therefore under no circumstances bullying or harassing behavior will be tolerated. This applies to adults and children. In order to prevent bullying attitudes and to deal with bullying incidents we commit to device and strictly follow the Procedure below.

During operation of our service we will not tolerate:

* Name-calling and teasing and any form of verbal attacks that can be of a highly personal and sexual nature. They can be directed at the child's family, culture, race or religion. Malicious rumors are particularly insidious forms of verbal bullying.
* Physical attacks that are often written off as "horseplay", "pretend" or "just a game" when challenged but these 'games' can be a precursor to vicious physical assaults
* Any form of non-verbal threatening gestures which can convey intimidator and frightening messages, i.e. the state or look which accompanies bullying behavior.
* Exclusion or isolation of an individual from a group, a game or an activity with the excuse that he or she is not “adequate”. Everyone likes to fit in, have friends and feel accepted. As you are in a group of people, it’s understandable that you won’t be great friends with everybody in your group and there are some people you just won’t have things in common with or will have trouble getting along with. However, this is no excuse, for purposefully excluding someone

To prevent cases of bullying between children we:

* Never let the children unattended and supervise them at all time
* We never let a child display disruptive behavior unchallenged
* We strive to establish a relationship of trust between our staff and the children and encourage the children to talk and express their feeling and worries / fears
* We have a code of behavior (Golden Rules)for the children displayed in prominent location in our premises
* Everyone, child or adult, witnessing an occurrence of bullying should report it to the person in charge (staff in charge or manager)

In the unfortunate event that a case of bullying is reported between children we:

* We always respond to it promptly and never leave the problem un dealt or un resolved
* The case is reported to our manager immediately
* Our manager listen to the victim, the alleged bully and any the witnesses
* We talk to the parents of the victims and the bully to explain what happened
* To protect our children it is our policy not to disclose the name of the victim with the bully’s parents and vice versa (when this is possible)
* From that moment on the management will deal and take action depending on the circumstances pertinent to the particular case of bullying. Bullying can result in the exclusion of the bullying child from our After –School

In the unfortunate event that a case of bullying is reported between staff:

* the manager will talk to both parties
* all accusations will be recorded
* The grievance procedure will be taken (see grievance policy and procedures)

Bullying of any sort will be not tolerated or condone and can lead to disciplinary procedure

This policy was adopted by: After School Club

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed by: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ on behalf of Management

This policy will be reviewed on (date) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ in collaboration

With staff and parents