

OLDBURY COURT OUT OF SCHOOL CLUB

BULLYING POLICY

Oldbury Court Out Of School Clubs believe that children have the right to their individual beliefs, faiths, likes and dislikes.

The Club's promotes equal opportunities and inclusion for all, respecting the individual need of children.

Oldbury Court Out Of School Clubs will not tolerate bullying of any form, whether it be verbal, physical or acts of intimidation, either from the children or adults who use the clubs.

Bullying must be dealt with immediately as it affects the victim's emotional and psychological well being.

Children who are being bullied may be:

Withdrawn

Easily Upset

Distressed

Clingy

Bruised

Have their possessions go missing

Refuse to say what's wrong

Display unusual behaviours

All allegations of incidents relating to bullying will be dealt with calmly and in a sensitive manor..

Children and parent/carers are encouraged to report worries either with their designated key worker or a member of staff.

The allegation will be documented in the incident book.

Staff will talk with the child responsible for the bullying. This has a twofold purpose.

Firstly to establish what happened to the victim and why. Secondly to establish what if anything is going on for the bully

Staff will then attempt to mediate with the victim and bully, being clear about what is appropriate behaviour and what is not.

The bully needs to be aware that there may be consequences to his/her actions.

The outcome of this mediation will also be documented. Staff will inform the victim's parent/carer of the incident outlining the mediation plan.

Staff will inform the bully's parent/carer of the incident also with details of the mediation plan.

Should the bullying continue and the plan fails to protect the victim, staff will liaise with the Directors with regards to what action should next take place, i.e.: written warnings, suspension, termination of placement.

Should parent/carers be unhappy with the way incidents are dealt with they are encouraged to use the complaints procedure.

Oldbury Court Out Of School Clubs' are committed to ensuring children are safe and well cared for. Sessions and activities around bullying, keeping safe and awareness of the others is built into planning and implemented throughout the year.

Bullying must be stamped out. To do this successfully Oldbury Court Out Of Schools Clubs' needs parent/carer and children to follow the rules and policies which have been created to keep children safe and happy.

BULLYING

Children who are being bullied may be -

Withdrawn
Easily upset
Frightened
Distressed
Clingy
Bruised
Having their possessions go missing
Refusing to say what's wrong
Displaying unusually aggressive behaviour
Displaying changes in their behaviour

Bullying is serious so -

Deal with the situation when it arises
Be aware that the victim may well display physical/verbal aggression
Meet with the victim and the bully and have them discuss or write down what has happened
Go through the situation with them calmly
Talk about why you have rules about bullying and that bullying is not a laugh or a game
Get the bully to apologise to the victim
Talk to all children about bullying - they have a responsibility to report bullying
Keep a record if appropriate
Contact both sets of parents/carers

Reviewed; 24th October 2017

Signed:

Reviewed;

Signed:

Reviewed;

Signed:

Reviewed;

Signed: