

Anti – Bullying Policy

Tarner Community Project defines bullying as the repeated harassment of others through emotional, physical, Cyber, psychological or verbal abuse.

- Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.
- Psychological: Behaviour likely to create a sense of fear or anxiety in another person.
- Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel 'left out' of a game or activity, passing notes about others or making fun of another person.
- Verbal: Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.
- Cyber - sending nasty or upsetting messages/photos.

Staff, children/ young people and parents or carers will be made aware of our position on bullying.

Bullying behaviour is unacceptable in any form. Any child/ young person who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by a Youth Worker, and then discussed with the Senior Youth Worker. A clear account of the incident will be recorded in an Incident form and parents/ carers will be asked to sign the form. All Youth Workers will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

Preventing bullying behaviour

Youth Workers will foster an anti-bullying culture in the following ways:

- Encouraging caring and nurturing behaviour
- Discussing friendships and encouraging paired, group and team play
- Encouraging children/ young people to report bullying without fear
- Discussing the issues surrounding bullying with the children/ young people, including why bullying behaviour will not be tolerated
- Exploring the consequences of bullying behaviour with the children/ young people.

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Registered Charity Number: 1152321.

Registered Office: 6 Tilbury Place, Brighton, East Sussex, BN2 0GY

Principal Address: Tarner Community Project Park, Sussex Street, Brighton, East Sussex, BN2 9QN

Responding to bullying behaviour

We acknowledge that despite all efforts to prevent it, bullying behaviour is likely to occur on occasion. If such incidents should occur, we will respond in accordance with the following principles:

- ✓ We will address all incidents of bullying thoroughly and sensitively.
- ✓ Victims of bullying will be offered the immediate opportunity to discuss the matter with a member of staff who will reassure the child/ young person and offer support.
- ✓ They will be reassured that what they say will be taken seriously and handled sympathetically.
- ✓ Staff will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.
- ✓ If another child/ young person witnesses bullying and reports this, staff will reassure them that they have done the right thing. Staff will then investigate the matter.
- ✓ If a member of staff witnesses an act of bullying, involving children, young people or adults at the club, they will inform the Senior Youth Worker.
- ✓ Children/ young people who have bullied will be helped by discussing what has happened, establishing why the child/ young person became involved. Staff will help the child/ young person to understand why this form of behaviour is unacceptable and will encourage him/her to change their behaviour

If bullying behaviour persists, more serious actions may have to be taken, such as exclusion from the club or permanent exclusion.

All incidents of bullying will be reported to the Senior Youth Worker and will be recorded on an Incident form. The Senior Youth Worker, Trustees, CEO and Youth Workers will review the Club's procedures in respect of bullying, to ensure that practices are relevant and effective.

The club does not accept any form of bullying by either a child or Youth Worker.

This policy will be reviewed annually

This policy was updated; October 2019

Date of next review; October 2020

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