



Essex After School Clubs

Bullying Policy

Bullying

Essex After School Clubs is committed to providing an environment for children that is safe, welcoming and free from bullying. Bullying of any form is unacceptable in our Club. Essex After School Clubs prefers to use the term 'dominant behaviour' instead of the term bullying.

The Club defines unacceptable dominant behavior (bullying) as the persistent physical or verbal abuse of another child or children. It is characterised by intent to hurt, often planned, and accompanied by an awareness of the impact of the bullying behaviour.

Examples of such behaviour are as follows:

Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, forcing another person to be 'left out' of a game or activity, passing notes about others or making fun of another person.

Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of violence against 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.

Psychological: Behaviour likely to instil a sense of fear or anxiety in another person.

Dominant behaviour (Bullying) takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened. We acknowledge that any form of dominant behaviours (bullying) is unacceptable and will be dealt with immediately.

We recognise that children need their own time and space and that it is not always appropriate to expect a child to share. We believe it is important to acknowledge each child's feelings and to help them understand how others might be feeling.

We encourage children to recognise that dominant behaviour, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

At our club, staff follow the procedure below to enable them to deal with challenging behaviour:

- Staff are encouraged to ensure that all children feel safe, happy and secure
- Staff are encouraged to recognise that active physical aggression is part of a child's development and that it should be channelled in a positive way

- Children are helped to understand that using aggression to get things, is inappropriate and they will be encouraged to resolve problems in other ways
- Our staff will intervene when they think a child is being bullied, however mild or harmless it may seem
- Staff will initiate games and activities with children when they feel play has become aggressive, both indoors or out
- Staff will sensitively discuss any instance of dominant behaviour with the parents of all involved to look for a consistent resolution to the behaviour
- We will ensure that this policy is available for staff and parents and it will be actively publicised at least once a year to parents and staff.
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only through co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the nursery
- All concerns will be treated in the strictest confidence.

By positively promoting good behaviour, valuing co-operation and a caring attitude, we hope to ensure that children will develop as responsible members of society.

Preventing Dominant Behaviour

The Manager and the staff will make every effort to create a tolerant and caring environment in the Club, where dominant behaviour is not acceptable. Staff will discuss the issues surrounding bullying openly.

Dealing with Dominant Behaviour

Despite all efforts to prevent it, dominant behaviour may occur on occasion and the Club recognises this. In the event of such incidents, the following principles will govern our response:

All incidents will be addressed thoroughly and sensitively.

Children will be encouraged to immediately report any incident of dominant behaviour that they witness. They will be reassured that what they say will be taken seriously and handled carefully.

Staff have a duty to inform the Manager if they witness an incident of dominant behaviour involving children or adults at the Club.

If a child or a member of staff tells someone that they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.

We will intervene to stop the child who is demonstrating dominant behaviour from harming the other child or children and explain why her/his behaviour is not acceptable. (Please see the club's behaviour policy).

We do not label children who bully as 'bullies'

We recognise that children who demonstrated dominant behaviour may be experiencing bullying themselves causing them to express their anger in negative ways towards others.

We discuss what has happened with the parents of the child who is demonstrating the dominant behavior and work out with them a plan for handling the behaviour; we share what has happened with the parents of the other child / children involved and inform them of the action we have taken.

All incidents will be recorded in the child's personal file and logged in the Incident Log Book.