

## **Fun Five Bullying Policy and Procedures**

Bullying and racist incidents are never tolerated and will be acted on immediately according to policy. The Club does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour this includes Cyber bullying (see eSafety Policy). While it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend the Fun Five Club free from fear and this is reflected in our expectancies, an expectancy to be safe, physically and mentally.

### **Definition of Bullying:**

Bullying is aggressive, hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

*Bullying can be:*

- Physical bullying – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact.
- Attacking property – such as damaging, stealing or hiding a person's possessions
- Verbal bullying - such as name calling, using derogatory or offensive language, threatening someone, insulting someone, making offensive remarks, using offensive names when addressing someone, or ridiculing someone's appearance, way of speaking or personal mannerisms
- Indirect bullying – teasing or spreading malicious rumours about someone or their family, excluding someone from social groups, sending malicious emails or text messages on mobile phones
- Psychological bullying- such as deliberately excluding or ignoring people
- Cyber-bullying – such as using text, e mail or other social- media to write hurtful things about someone, or to share pictures of someone without their permission in order to embarrass, humiliate or hurt them. Cyber-bullying and misusing technology (internet or mobile phones) is a growing form of bullying in all school communities. Cyber-bullying can be difficult to trace and can continue outside school, however we take every instance very seriously and work with relevant partners to stop it.

*Bullying can be based on any of the following things:*

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender
- Sexual orientation
- Additional Learning Needs
- Disability
- Appearance or health conditions
- Home or other personal situations
- Relationship to another vulnerable group of people
- Age

## **Reporting Bullying**

Bullying can only be stopped and the problems it creates dealt with if it is reported. Silence gives the bully the confidence to carry on. A child who is the victim of bullying or witnesses bullying should report it to a Parent/Carer(s), Play Worker or Friend.

*Report bullying by:*

- Talking to one of the people described above
- Posting concerns anonymously in one of the 'worry monsters'
- On line to Cardiff Against Bullying
- By phone to Childline on 0800 1111

## **Responding to Bullying**

*A child who has been bullied is supported by:*

- Having their concerns listened to
- Restorative work with the bully where appropriate
- Peer Mentor to shadow them during their play
- When necessary involving outside agencies e.g. Cardiff Against Bullying who can offer further support to the child

*Fun Five response to a bullying accusation:*

When bullying has been reported, the following actions are taken by the member of staff dealing with the incident.

- Investigation of the incident by interviewing separately the victim, any witnesses and the bully
- Use the Restorative Process to obtain an apology from the bully to their victim where appropriate
- Considering possible sanctions against the bully which can include a verbal warning from the member of staff.
- If a child persists in bullying behaviour, informing their Parent(s)/Carer (done by the Manager) to reassure the parent/carer(s) of the child experiencing bullying behaviour that the matter is being addressed
- Recording the bullying in the incident book
- In more serious cases a period of exclusion can be considered by the Person in Charge and the Responsible Individual

## **How do we prevent / tackle bullying?**

We use a range of measures to prevent and tackle bullying including:

- Developing a culture of Restorative Action
- Group circle time which provides opportunities for children to discuss issues that may arise
- Talks which raise awareness of the implications of bullying for both the victim and the perpetrator
- Running activities during Anti-Bullying week every November
- Worry monster