



*326 After School Club @ Codicote*  
*Policy for: Anti Bullying*  
*September 2021*

Bullying is deliberately hurtful behaviour repeated over time. It involves an imbalance of power, which makes the person being bullied unable to defend him or herself. It can occur anywhere, at any time. This being so, 326 Club recognises that it has a responsibility to deal with such behaviour, should it occur at the Club.

326 Club defines bullying as the repeated harassment of others through emotional, physical, verbal or psychological abuse. Examples of bullying behaviour are listed below:

- Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them. Eg. 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, pinching, biting, taking or damaging another's belongings, tripping up, punching or using any other sort of violence against another person.
- Verbal: Name calling, ridiculing or using words to threaten, insult or attack.
- Eg. Spreading rumours or making fun of another person's appearance.
- Psychological: Behaviour likely to inspire a sense of fear or anxiety in another person.

We aim to discourage any type of bullying by:

- Ensuring all staff are aware of the definitions of bullying
- Sending staff on relevant training
- Encourage positive behaviour with all children
- Countering bullying incidents at every opportunity

In order to achieve this we will:

- Listen carefully and record all incidents and any discussions which follow (being aware of the differences between bullying and 'tale telling')
- Support the victim by counselling and reinforcing the assertive strategies the child can use
- Ensure the bully (and parents) is fully aware of the unacceptable nature of the behaviour and the consequences of any repetition
- Encourage both the bullied child and the bully to record events (by drawing or writing)

- Ensure that parents/carers are fully informed and have copies of all written statements
- Ensure that all areas of the Club are well supervised at all times