



DEBS OUT OF SCHOOL CLUBS

ANTI BULLYING POLICY

While petty 'tale telling' is not desirable, genuine 'whistle blowing' on bullying and other unacceptable behaviour is actively encouraged from children, staff and parents.

The out of School Club defines bullying as:

'Verbal and / or physical intimidation, both direct and indirect, that makes an individual feel threatened or uncomfortable'.

Changes in behaviour suggest that a child is being bullied and will be dealt with in the following ways:

- The child will be comforted and encouraged to explain what has happened
- The play leader will investigate the matter in a sensitive manner (see confidentiality policy)
- Where bullying has been perpetrated by another child the play leader will work in partnership with the child and the parents (where appropriate) to find a positive way forward
- Following the investigation, the club's child protection policy and / or behaviour management policy may be implemented dependant upon the source of bullying

Opportunities for discussion, information and resources on the subject of bullying will be used as an integral part of the club's programme. Specific instances may also trigger discrete activities on the subject in order to raise children's awareness.