

Anti-Bullying Policy

In2Care provides a supportive, caring and safe environment for all the children in our care so that they can play and learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. In2Care has commitment to preventing and addressing bullying. If bullying does occur, any incident will be dealt with promptly and effectively.

What is bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

We recognise that:

- Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- Everyone has a role to play in preventing all forms of bullying (including online).

Bullying is hurtful. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to be supported to learn different ways of behaving.

We will seek to prevent bullying by:

- Developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- Holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it. These discussions will focus on:
 - Practising skills such as listening to each other
 - Respecting the fact that we are all different
 - Making sure that no one is without friends
 - Dealing with problems in a positive way
 - Checking that our anti-bullying measures are working well
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- Putting clear and robust anti-bullying procedures in place
- Making sure our response to incidents of bullying takes into account:
 - the needs of the person being bullied
 - the needs of the person displaying bullying behaviour
 - needs of any bystanders

- Reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term (Reflections and analysis of incident logs).

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- Seeking opportunities to learn about and celebrate difference
- Increasing diversity within our staff, volunteers, children and young people
- Welcoming new members to our Care Clubs.

How we support an anti-bullying approach:

- All Playworkers, children and their parents should understand what bullying is.
- All Playworkers involved in the care of children know what the club policy is on bullying, and follow it when bullying is reported.
- All children and parents should know what the policy is on bullying and what they should do if bullying arises.
- In2Care takes bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.

What to do if you are concerned that your child is being bullied?

Seek to speak to the Care Club Manager as soon as possible to share your concerns. Feel free to call the Operations Manager first to ensure that the Manager can talk to you in private to discuss your concerns.

Procedure

- Reported bullying incidents will be recorded in an incident log.
- Observed bullying behaviours will be stopped immediately and our Behaviour Management Policy and procedure will be followed.
- Incident/s to be shared and discussed with parents of all children involved.
- Care Club Manager to liaise with Operations Manager regarding the next steps in order to support all children involved.

More information about responding effectively to bullying is available:

Protecting children from bullying and cyberbullying -

learning.nspcc.org.uk/child-abuse-and-neglect/bullying

Recognising and responding to abuse - learning.nspcc.org.uk/child-abuse-and-neglect/recognising-and-responding-to-abuse

This policy was adopted by: NSPCC	Date: 6 th September 2022
To be reviewed: September 2022	Signed: L M Hall