

Richmond Hillbillies Policies and Procedures 2020/2021

Richmond



Hillbillies

Anti-Bullying Policy

We aim to offer a safe, comfortable environment free from threat or fear. All forms of bullying, whatever the degree are unacceptable, and we work towards a partnership approach with children and parents to eradicate all instances of bullying. Staff will discuss the issue surrounding bullying openly, including why bullying behaviour will not be tolerated and the consequences of bullying behaviour

We recognise that bullying is not the same as quarrelling; it becomes bullying when it is exercised through the use of power rather than being an exchange of equals.

Action points for children

When you are being bullied

- 1 remind yourself that bullying is wrong and you do not deserve to be bullied
- 2 tell the bully, firmly, to STOP
- 3 don't pretend to be friends with the bully
- 4 tell an adult as soon as possible

When you see others being bullied

- 1 remember it's right to let an adult know, only the bullies and their supporters say it's wrong to tell an adult
- 2 by doing nothing you may be allowing the bullying to continue

What parents can do if your child is being bullied

1. reinforce it is right to let people know
2. listen to your child and let them know you will support them
3. don't over react
4. talk to us at Hillbillies

What parents can do if your child is bullying

- 1 talk calmly to your child
- 2 let them know that though you value them what they are doing is unacceptable
- 3 ask them if they know why they are bullying and what they think might help them stop
- 4 work out a way for them to make amends for the bullying

What we will do at Hillbillies

- take all incidents seriously and deal with them sensitively & record them
- offer reassurance to the victim
- talk to the victim first and separately
- confirm and reinforce that it is right to report incidents
- reassure them that the bullying can be stopped
- enlist their cooperation in reporting any further incidents
- interview the bully separately
- listen to their version of events
- reinforce that bullying is absolutely unacceptable
- place an expectation on the bully to acknowledge the bullying to the victim and encourage an apology
- advise the bully that you will be checking to ensure the bullying stops
- Check on the welfare of the victim at regular intervals
- communicate with other staff about the incident
- communicate with parents /carers and ask for their support

Suspension and Exclusion

Occasionally serious unacceptable behaviour or continuous incidents of unacceptable behaviour may not be dealt with successfully by Hillbillies Behaviour & Anti Bullying Policies & Procedures, in such cases the following action will be taken:

These incidents will be recorded using the schools cpoms system

In the first instance we will work together with parent/carers to form an action plan with time scales that is acceptable to all, to encourage improvements. All staff will be informed of the situation and details of the action plan.

If this is unsuccessful and the unacceptable behaviour continues the club manager will consider if the child's behaviour is causing a potential risk to or having a negative effect on the other children. If potential risk to or negative effect on the other children is noted, the manager will inform the parent/carers of the child concerned that suspension, possibly leading to exclusion will be implemented. Parents will be informed in writing of the reasons and details of incidents leading to the suspension / exclusion.

In the case of suspension a meeting will be arranged with parent/carers and their child to discuss the child's return to the club and any conditions of that return. Wherever possible the parent/carers will be given time to make alternative arrangements for childcare before the suspension period starts. The length of suspension period will depend on whether this is the first suspension and the reason for the suspension.

In the case of extremely serious or dangerous behaviour suspension/exclusion may be immediate and parent/carers will be contacted to collect their child at once.