



# Prevention of Bullying Policy

**Date of this version:** December 2023

**Responsibility:** Manager

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**Review Date:** January 2025

**Version:** 2.4

Camp Canary aims to provide a supportive, caring, and safe environment in which all children are free from the fear of being bullied. Bullying of any form is not tolerated in our club, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the Club's position on bullying. Bullying behaviour is unacceptable in any form.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the manager. An account of the incident will be recorded in an Incident log. All staff will be informed so that close monitoring of the victim and bully can begin.

## How Camp Canary Defines Bullying

Bullying behaviour is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal, or psychological.

- **Physical:** Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.
- **Psychological:** Behaviour likely to create a sense of fear or anxiety in another person.
- **Emotional:** Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel 'left out' of a game or activity, passing notes about others or making fun of another person.
- **Verbal:** Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

It can happen face-to-face or through cyberspace. It can be peer-to-peer, adult-to-child, or child-to-adult.

Racial harassment can take any of the forms of bullying listed above but is motivated by the victim's colour, race, nationality, or ethnic or national origins. Incidents of racial harassment will be recorded as such on the Incident log. (See our Equalities Policy for more information on how we deal with and challenge discriminatory behaviour.)

## Preventing Bullying Behaviour

Camp Canary commits time to educating its staff and wider community about the causes and effects of bullying. It plans activities to promote a culture of tolerance and celebrating differences rather than fearing them. Camp Canary staff members are expected to build connections with children who might have been bullied or are at risk of bullying others.

Staff at Camp Canary aim to prevent bullying by:

- Encouraging caring and nurturing behaviour.
- Discussing friendships and encouraging group and team play.
- Encouraging children to report bullying without fear.
- Discussing the issues surrounding bullying with the children, including why bullying behaviour will not be tolerated.
- Exploring the consequences of bullying behaviour with the children.

## Responding to Bullying Behaviour

Camp Canary acknowledges that despite all efforts to prevent it, bullying behaviour is likely to occur on occasion. We record all disclosures from staff, parents, and children. Correct reporting procedures are followed, including confidentiality and discretion where appropriate. Action is taken on a case-by-case basis. Camp Canary always strives for the most positive outcome for all parties involved.

Should such incidents occur, the Club will follow the procedure outlined below:

- All incidents of bullying will be reported to the manager and will be recorded on an Incident Log.
- We will address all incidents of bullying thoroughly and sensitively.
- Victims of bullying will be offered the immediate opportunity to discuss the matter with a member of staff who will reassure the child and offer support. They will be reassured that what they say will be taken seriously and handled sympathetically.
- Staff will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.
- If another child witnesses bullying and reports this, staff will reassure them that they have done the right thing. Staff will then investigate the matter.
- If a member of staff witnesses an act of bullying, involving children or adults at the club, they will inform the supervisor.
- Children who have bullied will be helped by discussing what has happened, establishing why the child became involved. Staff will help the child to understand why this form of behaviour is unacceptable and will encourage him/her to change their behaviour.
- Parents of both parties will be informed, and we will work with them to try to resolve the issues.
- If this fails to stop the bullying, more serious actions may have to be taken, as laid out in the Behaviour Management policy.

- The Manager and other relevant staff will review the Club's procedures in respect of bullying, to ensure that practices are relevant and effective.