

Anti Bullying Policy

Purpose of this Anti Bullying Policy

Super Star Sport is committed to providing a positive experience for all children where they can have fun, make new friends and learn new skills in a safe and welcoming environment. Super Star Sport follow a zero tolerance policy on discrimination, bullying or persistent poor behaviour of any kind, irrespective of any special needs. Super Star Sport encourage any child to let us know if they see or experience this during sessions so it can be addressed immediately.

Bullying

Super Star Sport believe that bullying in any form is wrong and should not be tolerated, and that any environment that encourages bullying, or shows indifference to prejudice and discrimination is unacceptable.

- ✦ Super Star Sport believe that bullying is a behaviour choice and that anyone can be encouraged to change their behaviour.
- ✦ Super Star Sport believe that all children and young people have intrinsic value and worth and embrace their uniqueness and autonomy.
- ✦ Super Star Sport respect difference and welcome diversity in children, young people and in society in general, and believe all sessions should be inclusive to all.
- ✦ Super Star Sport believe that children and young people should have the right to feel safe, secure and valued, and that creating a safe environment and dealing with bullying is everyone's responsibility.
- ✦ Super Star Sport believe children and young people should actively participate in decisions that affect them and should be supported in taking responsibility for their choices and subsequent actions.
- ✦ Super Star Sport believe every child should be treated with respect and courtesy and no-one should be bullied.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Staff should be aware of these possible signs and that they should investigate if a child:

- ✦ Is frightened of walking to or from the session
- ✦ Changes their usual routine
- ✦ Does not want to come to the sessions
- ✦ Attendance becomes erratic
- ✦ Becomes withdrawn, anxious or lacking in confidence
- ✦ Starts stammering
- ✦ Attempts or threatens to self-harm or run away
- ✦ Cries themselves to sleep at night or has nightmares
- ✦ Feels ill in the morning
- ✦ Begins to do poorly in school work or in the session
- ✦ Comes to the session with torn clothes or damaged books or possessions
- ✦ Has possessions which are damaged or go 'missing'
- ✦ Has dinner or other monies continually 'lost'
- ✦ Has unexplained cuts or bruises
- ✦ Comes to the session starving (money or lunch been stolen)
- ✦ Is bullying other children or siblings
- ✦ Stops eating
- ✦ Is frightened to say what is wrong
- ✦ Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Types of Bullying

- ✦ Emotional – being unfriendly, excluding, tormenting (e.g. hiding possessions or threatening gestures)
- ✦ Physical – pushing, kicking, hitting, punching or any use of violence, racial taunts, graffiti or Racist – racial taunts or gestures.
- ✦ Sexual – unwanted physical contact or sexually abusive comments.
- ✦ Homophobic – because of, or focusing on the issue of sexuality.
- ✦ Verbal – name-calling, sarcasm, spreading rumours, teasing.
- ✦ Cyber – all areas of internet, such as emails & internet chat rooms misuse. Mobile phone text messaging & calls. Misuse of camera phones & video facilities.

If a child is a victim of bullying

- ✦ If a child is being bullied, they must let a member of the staff team know, who will then inform the Site Manager who will immediately investigate the allegation.
- ✦ An Incident form will be filled out and the Site Manager should inform the parent(s)/guardian(s) of the victim, highlighting what has happened and the actions they have taken to deal with the situation. The Site Manager will ask the parent(s)/guardian(s) to sign the Incident Form.
- ✦ The staff members will continue to monitor the situation to ensure the child is not upset and can continue the day.
- ✦ All cases of bullying will be reported to the Office team and Designated Safeguarding Lead.
- ✦ The bullying helpline provides a free and confidential service to all children in distress. The number is located on the Bullying UK poster which is on display on the bulletin board.

If a child commits an act of bullying.

- ✦ The offending child should be taken to one side and be told why their actions are considered to be bullying and informed of the consequences should it continue.
- ✦ The parent(s)/guardian(s) of the child will be informed of the allegation made against their child.

- ✦ If it persists the Site Manager will raise the issue with the person collecting the child as a case of bullying and the Site Manager will follow the steps to deal with poor behaviour.
- ✦ An Incident Report should be completed should the situation require it following the incident and accident policy.
- ✦ If an allegation of an act of bullying is in the form of a formal complaint to the Office, Super Star Sport will follow the complaints procedure. Those who bully others must be aware that the company reserves the right to exclude a child without warning for bullying.

Preventing bullying behaviour

Staff at Super Star Sport will foster an anti-bullying culture in the following ways:

- ✦ 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

Super Star Sport acknowledges that despite all efforts to prevent it, bullying behaviour is likely to occur on occasion. When such incidents occur, the Club will follow the procedure outlined below:

- ✦ 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 manager.
- ✦ 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
- ✦ If the bullying persists, the parents 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 **Suspensions and Exclusions** policy.
- ✦ All incidents of bullying will be reported to the manager and will be recorded on an **Incident Form**. The manager and other relevant staff will review the Club's procedures in respect of bullying, to ensure that practices are relevant and effective.

Language

Any use of bad/foul language by any child will be stopped immediately. The staff will explain to the child that this is not polite and not accepted. If this behaviour continues then the staff member will follow the behaviour management policy.

Policy Responsibility and Review

We are committed to reviewing our policy and good practice annually.

Related policies

Equalities policy, Suspensions and Exclusions policy

This policy was adopted by Super Star Sport	Date: 12/04/2023
To be reviewed: 12/04/2024	Signed: 