



BULLYING POLICY

Oxford Active is committed to providing an environment for children that is safe, welcoming and free from bullying. Bullying of any form is unacceptable whether the offender is a child or an adult. The victim is never responsible for being the target of bullying.

Oxford Active defines bullying as the repeated harassment of others through emotional, physical, verbal or psychological abuse.

Preventing Bullying Behaviour

The Manager and the staff will make every effort to create a tolerant and caring environment at the club or camp, where bullying behaviour is not acceptable. Staff will discuss the issues surrounding bullying openly, including why bullying behaviour will not be tolerated and what the consequences of bullying behaviour will be.

Dealing with Bullying Behaviour

Despite all efforts to prevent it, bullying behaviour is likely to occur on occasions and we recognise this fact. In the event of such incidents, the following principles will govern our response:

- All incidents of bullying will be addressed thoroughly and sensitively.
- Children will be encouraged to immediately report any incident of bullying that they witness. They will be reassured that what they say will be taken seriously and handled carefully
- Staff have a duty to inform the Manager if they witness an incident of bullying involving children or adults at the setting.
- If a child or a member of staff tells someone that they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell
- The individual who has been the victim of bullying will be helped and supported by the staff team. They will be kept under close supervision and staff will check on their welfare regularly.
- We explain to the child who is doing the bullying why her/his behaviour is not acceptable. In most cases, bullying behaviour can be addressed according to the strategies set out in the Behaviour

Management policy. The bully will be encouraged to discuss their behaviour and think through the consequences of their actions. Where appropriate, they will be encouraged to talk through the incident with the other person concerned.

- Where bullying behaviour persists, more serious actions may have to be taken, which may involve suspending the child from the setting
- A member of staff will inform the parents/carers of all the children involved in a bullying incident at the earliest possible opportunity. All incidents of bullying will be reported to the Manager and will be recorded in the Incident Record Book which will be shared with the parent or carer.