

Gainsborough Adventure Playground Ltd

Anti – Bullying Policy

GAPA is committed to providing a caring, friendly and safe environment for all children that is free from bullying. Bullying is defined as the persistent physical, verbal, threatening or emotional abuse towards another person. It is often planned and most bullies are aware of the impact of their actions. This may include assaults on their person or their property. Bullying directed towards race, gender, sexual orientation or disability will not be tolerated. All alleged incidents of bullying will be taken seriously and investigated.

The Staff and Volunteers

Each and every volunteer and staff member has the right to:

- be treated respectfully and their role to be recognised
- be heard and express their view freely without prejudice
- regular support and guidance
- receive consistent and accurate information

The Children and Young People

Every child and young person has the right to:

- feel safe without prejudice
- express their views openly without prejudice
- move around the playground using its facilities in a secure environment
- seek adult help and guidance whenever they feel threatened

We recognise that

- bullying is “behaviour usually repeated over time, that intentionally hurts another individual or group, physically or emotionally;
- one person or a group can bully others;
- bullying can occur either face to face between individuals or groups or online, using information technology, such as computers or mobile phones;
- bullying can include:
 - verbal teasing or making fun of someone;
 - excluding children from games and conversations
 - pressurising other children not to be friends with the person who is being bullied
 - spreading hurtful rumours or passing round inappropriate photographs/images/drawings;
 - shouting at or verbally abusing someone;
 - stealing or damaging someone’s belongings;
 - making threats;
 - forcing someone to do something embarrassing, harmful or dangerous;
 - harassment on the basis of race, gender, sexuality or disability;
 - physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection procedures).
- bullying causes real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm;
- people are often targeted by bullies because they appear different from others;
- we all have a role to play in preventing bullying and putting a stop to bullying.

We aim to:

- reassure the bullied child that they will be listened to and every effort will be made by the staff to help and put in place a programme of support.
- not label children as 'bullies' or 'victims'
- establish facts surrounding the allegations and conduct a full investigation.
- help a child that has been bullying to recognise and understand the implications of their actions and put a programme of support in place.
- recognise that children who bully have often been bullied or are being bullied themselves.
- discuss in confidence with the parents/carers of the child who has been bullying the situation and strategies for managing the behaviour.
- discuss in confidence the situation with the parents/carers of the child who has been bullied and offer reassurance that the situation is being dealt with.
- record all relevant details of an investigation of any alleged bullying and the strategies used.
- have a clear plan on how to welcome new members and help them settle in.
- hold regular discussions with staff, volunteers, children, young people and families who use GAPA to ensure that they understand our anti-bullying policy. These discussions will focus on:
 - a. Group members responsibilities to look after one another and uphold the behaviour codes;
 - b. Practising skills such as listening to each other;
 - c. Respecting the fact that we are all different;
 - d. Making sure that no one is without friends and that the buddy system is still working;
 - e. Dealing with problems in a positive way;
 - f. Checking that the anti-bullying measures are working well.
- where necessary individual cases may require additional outside support such as the LCC Early Years and Childcare Support, Emotional & Behaviour Support Service (EBSS) team, Behaviour Therapist, Educational Psychologist or Paediatrician.

Suspending or expelling a child from the setting will only be used as a last resort where other strategies have failed and indicates the seriousness of an episode of bullying.

Help lines and Organisations

- Bullying UK – www.bullying.co.uk
- Kidscape - 020 7730 3300 - www.kidscape.org.uk
- Childline - 0800 1111 - www.childline.org.uk
- NSPCC – 0808 800 5000 - www.nspcc.org.uk
- Advisory Centre for Education (ACE) 0808 800 5793
- Children's Legal Centre 0845 345 4345
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
- Parentline Plus 0808 800 2222
- Youth Access 020 8772 9900
- Bullying Online www.bullying.co.uk