



Anti-Bullying

Policy statement

The PlayDen is committed to providing an environment for children that is safe, welcoming and free from bullying. Bullying of any form is unacceptable in the setting, whether the offender is a child or an adult.

Procedures

Everyone involved in the club, staff, children and parent/carers, will be made aware of the Club's stance towards bullying. Such behaviour will not be tolerated or excused under any circumstances.

The Club works closely in partnership with the Schools in the local community, which enables teachers and staff to communicate if there is a problem with bullying.

The PlayDen defines bullying as the repeated harassment of others through emotional, physical, verbal or psychological abuse. Examples of such behaviour are as follows:

Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, forcing another person to be 'left out' of a game or activity, passing notes about others or making fun of another person.

Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of violence against another person.

Verbal: Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours, making fun of another person's appearance.

Psychological: Behaviour likely to instil a sense of fear or anxiety in another person.

Cyber: Use of technology to inflict bullying behaviour towards another person.

Mobbing: Mobbing is the bullying of an individual by a group of people, such as peer group, family etc.

Relational: This is any bullying that is done with the intent to hurt somebody's reputation or social standing which can also link in with the techniques included in physical and verbal bullying. Relational Bullying is a form of bullying common amongst youth, but particularly upon girls. Relational bullying can be used as a tool by bullies to both improve their social standing and control others. Unlike physical bullying which is obvious, relational bullying is not overt and can continue for a long time without being noticed.

Preventing Bullying Behaviour

The Manager and the staff will make every effort to create a tolerant and caring environment in the Club, 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 occasion and the Club recognises this fact. In the event of such incidents, the following principles will govern the Club's response:

- All incidents of bullying will be addressed thoroughly and sensitively, with the same procedures to show continuity of care.
- 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 compassionately.
- Staff have a duty to inform the Manager if they witness an incident of bullying involving children or adults at the Club.
- 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.
- 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, as laid out in the Suspensions and Exclusions policy.
- A member of staff will inform the parents/carers of all the children involved in a bullying incident at the earliest possible opportunity. If appropriate, staff will facilitate a meeting between the relevant parents/carers. At all times, staff will handle such incidents with care and sensitivity.

All incidents of bullying will be reported to the Manager and will be recorded in the confidential communication diary. In the light of reported incidents, the Manager and other relevant staff will review the Club's procedures in respect of bullying.

This policy was adopted at a meeting of	The PlayDen	
Held in:	April 2026	
To be reviewed in:	April 2027	
Signed on behalf of the setting:		
Name of Signatory:		
Role of Signatory:	Manager	Deputy Manager