

BUSY BEES AND THE AFTER SCHOOL ACTIVITIES ANTI-BULLYING POLICY

OVERVIEW

At Busy Bees and after school activity clubs, bullying and other forms of unacceptable intimidation, including bullying due to sexual orientation or transgender issues, cyber bullying by internet or mobile phone, will not be tolerated.

All will treat others with kindness and respect and all will care well for each other. All will come to Busy Bees and after school activities without fear and they will be happy and safe. Everyone will be vigilant and they will act promptly to intervene if there are any signs or reports of bullying of any kind.

INTENT

1. To ensure that all feel safe and free from bullying and intimidation especially peer to peer bullying or abuse.
2. To identify and protect vulnerable children and groups including those with special educational needs or disabilities; those going through a personal or family crisis; those suffering from a health problem; ethnic minority groups; children in care and those with caring responsibilities.
3. To ensure that under the duties of the 2010 Equality Act all children identified with protected characteristics will be safeguarded from bullying- these include disability; gender reassignment; homosexual, bi-sexual, trans-sexual, sexual orientation race; religion or belief.
4. To ensure that all children understand what bullying, including cyber bullying is.
5. To build an ethos where children feel safe and free from threat and intimidation.
6. To promote good relationships where all are treated well and where children care for each other.
7. To act promptly and effectively at the first sign of bullying including cyber bullying.
8. To encourage children and parents to report any attempted bullying.
9. To protect and reassure any victims of bullying.
10. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
11. To make Busy Bees and the after school activities a happy place that is free from bullying of any kind including cyber bullying.

IMPLEMENTATION

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Children will be encouraged to report bullying and when they do they will be listened to and taken seriously.
4. Any allegation of bullying will be investigated and followed up.
5. Any cyber bullying of staff or children, in or out of Busy Bees and the after school activities, must be reported and then investigated rigorously, in conjunction with any relevant authority including the police if appropriate.
6. Any victim of bullying will be well protected immediately and in the future.
7. Any allegations of bullying will be reported to the headteacher and records will be kept.
8. Children and their parents will be made aware of this policy.
9. The parents of all concerned will be informed and involved in any reported incident and they will be expected to support this school policy.

IMPACT

These clubs will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated. Particular care will be taken of vulnerable groups including those with special educational needs or disabilities; those going through a personal or family crisis; those suffering from a health problem; ethnic minority groups; children in care and those with caring responsibilities. We are committed to meeting the individual needs of each child. Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught as an embedded

aspect in all areas: these will include disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Reviewed by A. Parker October 2024

Approved by Governing Board Jan 23

Policy to be reviewed October 2025