

**TayPlay Activity Camps
Anti-Bullying Policy**

Policy Introduced:

May 2018

Policy reviewed annually, most recent review:

18th September 2024

Policy Reviewed by:

Harry Taylor: CEO

Casey Copson: Designated Safeguarding Lead

Key contact details:

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Legislation and relevant guidance:

TayPlay Activity Camps committed to ensuring that policies and procedures remain up to date and are reflective of current legislation and guidance.

We are committed to providing a caring, friendly, and safe environment for all the children in our care so that they can participate in all the activities in a relaxed and secure atmosphere.

Bullying of any kind is not tolerated in our settings. If bullying does occur, all children should be able to speak to a trusted adult and know that any incident will be dealt with promptly and effectively by staff. At TayPlay, anyone who knows that bullying is happening is expected to tell the relevant colleagues.

WHAT IS BULLYING?

Bullying is any behaviour to harm, intimidate, or coerce a person.

Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** – being unfriendly, excluding, tormenting (e.g. hiding possessions or threatening gestures)
- **Physical** – pushing, kicking, hitting, punching or any use of violence
- **Racist** – racial taunts or gestures
- **Sexual** – unwanted physical contact or sexually abusive comments
- **Homophobic** – harmful, intimidating or coercive behaviour towards someone because of their sexuality
- **Transphobic** – harmful, intimidating or coercive behaviour towards someone in the transgender community because of their gender identity
- **Verbal** – name-calling, sarcasm, spreading rumours, teasing etc.
- **Cyber** – all areas of internet, such as emails & internet chat rooms misuse. Mobile phone text messaging and calls. Misuse of camera phones & video facilities.

From time to time children may not realise that they are bullying another or are being subject to bullying. It is our responsibility to identify this and bring it to a stop.

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Nobody should be a victim of bullying. Everybody has the right to be treated with respect. Children who display bullying behaviours need to learn that it is not acceptable and that there are different ways of behaving where they are not hurting others. As a company, we have a responsibility to respond promptly and effectively to issues of bullying.

Policy Objectives

- All staff members, children and parents/guardians should understand what bullying is.
- All staff members involved in the care of children should know what the company policy is on bullying and follow it when bullying is reported.
- All children and parents/guardians should know what the policy is on bullying and what they should do if bullying arises.
- TayPlay Activity Camps take bullying seriously. Children and parents/guardians should be assured that they will be supported if bullying is reported.

Signs of Bullying

A child may indicate by signs or behaviour that they are being bullied. Adults must be aware of these possible signs and should investigate if a child:

- Is frightened of walking to or from our services
- Changes to their usual routine
- Does not want to come to the TayPlay service
- Attendance becomes erratic
- Becomes withdrawn, anxious or lacking in confidence
- Attempts or threatens to self-harm or run away
- Parents/guardians report that a child cries themselves to sleep at night or has nightmares
- Feels ill in the morning. This may be as a result of feeling overly anxious or nervous
- Begins to do poorly in school work or in the club
- Comes to the club with torn clothes or damaged possessions
- Has possessions which are damaged or go 'missing'
- Has food or other monies continually 'lost'
- Has unexplained cuts or bruises
- Displays bullying behaviours themselves to other children
- Eating habits change
- 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.

Procedures

1. Report bullying incidents to a camp manager who should record an incident log and submit to Head Office
2. Camp managers will discuss incidents with the TayPlay Head Office team
3. Parents/guardians are to be made aware. Should an incident happen more than once, parents/guardians will be asked to attend a meeting with TayPlay to discuss this further. Meetings can be in person, online or via telephone call, dependent on the circumstance
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or bullying threats must be investigated and be stopped as soon as possible
6. An attempt will be made to help the child instigating the bullying behaviours to change their behaviours. TayPlay understands that bullying behaviours often stem due to complex reasons. A child displaying bullying behaviours will not be shamed but will be supported in changing their behaviour.

Outcomes

1. If appropriate, the child who has displayed bullying behaviours may be asked to apologise. Other consequences may take place
2. In serious cases, suspension or even exclusion will be considered, at the discretion of the CEO
3. If possible, and appropriate, the children will be reconciled
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated incidents do not take place
5. Parents/carers of all children involved will be spoken with accordingly by a member of TayPlay staff following any incident of bullying. Staff will highlight the incident, steps taken and the outcome

Prevention

TayPlay will use strategies and behaviour management technique as and when appropriate to prevent bullying. These may include, but are not limited to:

- Writing a set of rules which the children understand are in agreement to follow
- Having open discussions with children and allowing them to feel safe and confident in asking questions surrounding the topic of bullying
- Encouraging values such as respect
- Model fair and respectful behaviour and leadership
- Challenge all forms of prejudice and promote equality
- Discourage children and young people from colluding with bullying
- Help children and young people to develop positive relationships with one another and staff