

PSCL anti bullying policy

Bullying is a key concern of parents, carers, children and the staff/coaches that support them. It has a major impact on the safety and well-being of children and young people. At Primary Sports Coaching Limited we aim to promote a pro-active and cohesive approach to anti-bullying that links the current best practice and extends it in order to minimise bullying amongst children in our care.

Effective anti- bullying work is a key element of the Healthy Schools programme as an aspect of the “Emotional Health and Well-being” and is central to effectively following the “Working Together to Safeguard Children 2016” document.

This policy is linked to and considered as an addition to the company’s behaviour policy and the equality and diversity, equal opportunities and child protection policies.

Aim of Policy

At Primary Sports Coaching Limited, we believe that:

- All bullying is unacceptable, irrespective of how it is delivered and what excuses are given to attempt to justify it
- No one deserves to be a victim of bullying
- Everyone has the right to be treated with respect
- Victims of bullying are likely to have reduced self-worth and are more likely to experience health problems, poor school attendance and under-achievement
- Children who bully will be held to account for their wrongdoing, but will need support to change their attitudes and behaviour; they will be treated in a supportive manner
- Bullying promotes poor models of behaviour for young people to imitate and thereby reduces the potential for all individuals to contribute positively
- Organisations that tolerate bullying are likely to be less effective

Therefore, we believe that we all have a responsibility to respond promptly and effectively to all instances of bullying. We aim to focus on the kinds of behaviour we consider to be bullying, which is explained in this policy, and to have preventative steps that help limit the instances of bullying.

We aim to inform people what procedures to follow if they believe or are concerned that bullying may be taking place and how parents can expect the company to respond.

What is bullying?

The DFE defines bullying as follows:

‘Behaviour by an individual or a group, usually repeated over time, where an imbalance of power is used to intentionally hurt another either physically or emotionally.’

Another definition states: Bullying is a conscious desire to hurt another person physically or verbally, behaviour may be occasional or occur on a regular basis. There are many definitions of bullying, but most bullying behaviour has four things in common:

- It is targeted, deliberate and hurtful
- It is repeated often over a period of time
- It features an imbalance of power e.g. age, size, position
- It is difficult for those being bullied to defend

It can be:

- **Physical** – kicking, punching, spitting, any form of physical assault, damaging belongings, taking someone else’s property, or making people do something they don’t want to do.
- **Verbal** – name calling, mocking, taunting, spreading rumours, blackmail and threats.

- **Indirect / Emotional** – being unfriendly, exclusion, tormenting (e.g. hiding books), using threatening gestures / looks, making someone feel scared or uncomfortable.
- **Racist** – racial taunts, graffiti, gestures, name calling.
- **Homophobic** – because of, or focussing on, the issue of sexual orientation.
- **Gender based** – focused on the particular gender of a person.
- **Cyber** – harassment, alarm, distress or humiliation caused by use of internet and telephone technology e.g. texts, emails, websites.
- **Disability based** – bullying of children and young people with special educational needs and / or disabilities

What *isn't* bullying?

We also think that it is important to explain in this policy what types of behaviour and situations will not usually be regarded by the company to be bullying, but we will always consider any individual concerns carefully.

Bullying is not falling-out, conflict, teasing or ongoing problems in children getting along together. It is also generally not a single or isolated instance of negative or hurtful behaviour between friends. Primary Sports Coaching limited regard these types of behaviour and situations to be a natural part of childhood and a very typical feature of children's social and emotional development and therefore an expected part of life. We will support children with these situations through the sports coach in the first instance, in line with the company's behaviour management strategies, practice and existing interventions. This could include helping friendships groups to improve social skills such as sharing, turn-taking and compromise as well as emotional skills such as empathy, self-confidence and resilience.

Effects of Bullying

Bullying can seriously damage a young person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness the bullying can also experience emotional harm, and the impact on parents and staff/coaches can be significant.

Possible indicators of bullying are disturbed sleep, bed-wetting, head and stomach aches, problems with concentration, changes in behaviour and attitude, truanting, bullying other children, damaged or missing clothes / money / property, asking for more money than usual or stealing money, eating disorders, and self harm or potential suicide.

Research shows evidence that long term unchecked, bullied victims are more likely to become depressed young adults.

Who does bullying concern?

Company Directors, staff, self employed coaches, parents, carers and children

Why challenge bullying?

- To ensure safety and happiness of all individuals
- Children who are bullied lead miserable lives, they may suffer injury, be depressed, lose self-confidence and self-esteem. Some may blame themselves for attracting bullying.
- To provide a model for helpful behaviour. Unchallenged bullying demonstrates unacceptable behaviour – it may be seen as a good way to get what you want quickly
- It endorses the company as being caring, respectful and co-operative. The company must be able to demonstrate to parents/carers that it has a policy and procedures that enable it to respond positively and effectively to bullying.

Strategies to help prevent bullying

The curriculum has provided us with a powerful way of exploring some of the issues surrounding bullying behaviour with children. This curriculum approach has been found to be effective. The curriculum can be used to:

- Raise awareness about bullying behaviour and about policy
- Challenge attitudes about bullying behaviour
- Increase understanding for bullied pupils and help build an anti-bullying ethos.

Our 'restorative approach' to behaviour gives all children an equal voice and nurtures an environment where children have the opportunity to take responsibility for their own actions. It focuses on the harm done rather than the rule broken.

The restorative approach allows people to discuss:

- What happened?
- Who has been affected and how?
- What is needed to put things right?
- What has been learned to allow the person responsible to make better choices in future?

Children must be taught how to challenge bullying behaviour, particularly that they must resist bullying children's demands. Children should be taught to say 'I don't like you doing that to me' or 'I want you to stop doing that'. They must act assertively and know they will get the backing of the coach in charge of the session. The majority of children in a holiday course setting, PE lesson, after school club etc. are not involved in bullying but know where and when and how it can take place. Children shouldn't remain passive through fear of not knowing what to do.

These children can be encouraged to be active bystanders by:

- Not allowing someone to be deliberately left out
- Not smiling or laughing when someone is bullied
- Telling the coach what is happening
- Informing parents
- Encouraging the bullied child to join in with other activities or groups
- Telling the bullying child to stop what they are doing
- Showing the bullying child they disapprove of their actions

How to report an incident of bullying

All complaints of bullying reported by children, parents or observed by staff/coaches will be treated seriously and investigated. They should be raised with the senior coach or company director in the first instance for discussion, who may consult with senior peers depending on the seriousness of the issues, to agree how to proceed. Instances of bullying will be logged on our online reporting system CPOMS.

When an incident of bullying is reported or observed

Direct action against bullying occurs within a context that reminds all children that bullying behaviour is unacceptable to the company and will not be tolerated.

However, it can sometimes be difficult for a coach to draw up an accurate picture of an incident and whether it has happened before. Children may also make false claims, whilst others will feel quite justified by their actions.

For these reasons, Primary Sports Coaching Limited believe that the best approach is to find out what the problem is rather than find out who did what \ when. A focus on the problem, if solved, may remove the risk of further incidents.

Sanctions are only used where bullying is clearly proven in line with the definitions in this policy and the company behaviour programme. Dealing with incidents of bullying is covered in our behaviour programme which is available to all parents/carers on the company Website. Reports of bullying that are **not** considered to be clear cases of bullying following investigation will be managed informally in line with the company's usual behaviour management strategies, practice and existing interventions.

In cases of proven bullying:

- Parents will be always be informed and involved at an early stage and invited to speak to the senior coach/company director about the behaviour of their child.
- Behavioural interventions will use sanctions and methods which the company believes are most likely to stop the behaviour and these will be determined on a case by case basis
- Bullying that results in damage to a person or property will involve a serious response
- If the company still has a serious concern of a perpetrator of bullying, they will ask the parent/carer for a private meeting where potential exclusion from activities/sessions associated with Primary Sports Coaching Limited will be discussed.

Monitoring patterns of behaviour and bullying

Initially it would be the responsibility of the coach to record such incidents. If a significant pattern develops then a company director is informed and other members of staff/coaches who work with the individual child are made aware.

Our recording system takes account of:

- Who was involved or alleged to be involved
- Where and when it happened
- What happened
- What action was taken
- How the incident was followed up and any parental involvement

Outcomes to be achieved

The company strategy aims to:

- Enable children to be safe from bullying
- Enable children to feel safe from the threat of bullying
- Enable children to report incidents of bullying with a confidence that they will be addressed
- Ensure that staff/coaches are more vigilant and responsive to bullying behaviour
- Reduce the number of children who bully others
- Minimise repeat incidents of bullying by effective intervention