**Anti – Bullying Guidance**

## The Club@Midmill creates a positive social environment which builds self-esteem and confidence in their children. Bullying behaviour will not be tolerated and positive behaviour will be supported and maintained at all times within services.

**Guiding Principles:**

1. Taking the UNCRC as a basic and guiding principle we expect children to be consulted and involved, and that their wishes will be respected and considered when resolving any bullying issues.
2. The Club@Midmill will build relationships and set up communication channels with parents and other services which the children may come into contact with outside the Club e.g. schools, after school activity providers.
3. The out of school care staff and management will take a pro-active approach to promoting positive behaviour and continually raise awareness about anti-bullying procedures and practice, including updating skills and undergoing training on a regular basis.

**Procedure**

**Bullying behaviour within the service**

1. Bullying behaviour within the service will not be tolerated- The Club@Midmill promotes mutual respect and understanding.
2. Should bullying behaviour be observed by, or reported to, staff they must discuss the matter with all involved parties.
3. The child(ren) displaying the bullying behaviour must be aware that there will be consequences for their actions, and the child(ren) being bullied must be reassured that the behaviour will not be repeated.
4. The parent/carers will be informed in order that an agreed course of action can be taken to help resolve the situation.
5. Staff will continue to closely monitor the situation.

**Bullying behaviour out with the service**

1. If a child reports bullying out with the out of school care service to staff or management, the staff will listen to the child and then ask the child what action they wish the playworker to take.
2. The Club must respect the wishes of the child, although if it is an issue of child protection then the child will be informed that the matter must be reported.
   * + RespectMe www.respectme.org.uk
     + Childline 0800 1111 www.childlineorg.uk
     + Parentline 0808 800 2222
     + UNICEF www.unicef.org
     + Enquire www.enquire.org.uk
     + Enable Scotland www.enable.org.uk
     + Hands on Scotland www.handsonscotland.co.uk