



Anti – Bullying Policy

Safeguarding Lead Practitioner: Donna Cooper
Deputy Lead Safeguarding Practitioner: Amber Bowyer
Designated Head Teacher: Chris Read
Designated Governor: Richard Parsons

Aim:

North City Children's Centre recognises its responsibility to safeguard and promote the welfare of children and families.

We aim to:

- To protect children and families from harm (maltreatment)
- To provide an open and honest environment where issues can be discussed and if possible resolved
- To provide a place that supports children's and adult's safety and well-being.

Objectives:

To make clear that

- Bullying is wrong and can impact on children and parents social and emotional well-being.
- We aim, as a centre, to produce a safe and secure environment where all can benefit without anxiety, and measures are in place to reduce the likelihood of bullying.
- We therefore do all we can to prevent bullying by developing a centres ethos in which bullying is regarded as unacceptable.
- This policy will be followed in response to reports/ suspicions of bullying.
- Everyone involved with and accessing the centre has a responsibility to report concerns of bullying.

The role of governors

- The governing body will not condone any bullying at all on the premises, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The governing body supports the Centre Manager in all attempts to eliminate bullying from the centre by monitoring incidents of bullying and reviewing the policy annually.

- The governors require the centre to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of the centre anti-bullying strategies.
- Parents and carers with concerns about bullying should refer to the complaints policy for how to raise the issue with the centre manager and governors.

The role of the Manager

- It is the responsibility of the Manager to implement the centres anti-bullying strategy, and to ensure that all staff are aware of the centres policy, and know how to identify and deal with incidents of bullying.
- The Manager reports to the governing body about the effectiveness of the anti-bullying policy on request.
- Parents and carers with concerns about bullying should refer to the complaints policy for the procedure to follow.
- Staff, students, volunteers and other agencies accessing the centre on a regular basis are asked to inform the manager or deputy manager immediately.

The role of the staff

- All the staff in our centre take all forms of bullying seriously, and seek to prevent it from taking place.
- Staff keep records of all incidents that happen during their activity sessions. If any member of staff witness an act of bullying or have any concerns they will report to the manager or deputy manager immediately.
- Staff will complete a 'Record of concern' to record any incidents.
- Staff do all they can to support the child/family who are being bullied.
- Staff can use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., to help children and parents understand the feelings of bullying.

This policy will be reviewed at least annually

Agreed as a procedural working document:

Date: _____ **Signature:** _____

Agreed by the Children's Centre Nominated Governor

Date: _____ **Signature:** _____

Agreed in Full Governors meeting:

Date: _____

August 2015
Next review: August 2016