



Behaviour & Bullying Policy

At PMACTIVE we aim to provide a safe, secure and stimulating environment for young people and staff. Therefore, swearing at staff or other young people, Stealing, acts of vandalism, bullying and physical abuse will not be tolerated and will result in you being asked to leave the club immediately.

HOW BEHAVIOUR WILL BE CHALLENGED:

- 1.If our users are found to be in breach of our policy, a warning will be issued to the young person.
2. Where action is repeated, or poor behaviour continues, a second warning will be issued, and the parents will be informed.
3. If a third instance of poor behaviour occurs during a session. The parents will be informed at the end of the session. The young person will be referred to PMACTIVE management, and a decision may be made to exclude the child from the next session.
4. We will work with parents to improve behaviour, however continued poor behaviour may result in the child being asked to leave the sessions permanently.

BULLYING:

PMACTIVE is committed to providing a supportive, caring and safe environment in which all children and young people are free from the fear of being bullied.

Bullying of any form is not tolerated in our activities, whether carried out by a child or an adult. PMACTIVE has high expectations of behaviour, and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff. Any child or young person who is a victim of bullying will be dealt with in a sympathetic manner.

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with PMACTIVE management. A clear account of the incident will be recorded in the incident book. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people. We are committed to developing empathy skills to manage relationships in a peaceful way that does not harm others.

Our definition of bullying is: “The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”

Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short-term and long-term impact on children and young people. Bullying impacts wellbeing, can impact on attendance and become a significant barrier to engagement. Bullying is associated with lower levels of engagement and achievement can lead to mental health concerns such as anxiety and depression.

At PMActive we believe;

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility the PMActive community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

At PMActive we do this by:

- Building a positive ethos based on respecting and celebrating all types of differences.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all children, young people and staff and parents understand.
- Taking actions to stop the bullying from happening.
- Think about any safeguarding concern and report concerns to the Welfare Officer.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Send clear message that the bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included
- Focussed work with individuals and groups of children and young people, where required, to support understanding and development of social skills.
- Offering training to all staff around bullying, including specific guidance on those groups who are most likely to be bullied.

Reporting bullying

At PMActive children and young people are encouraged to talk to staff when they are unhappy or have concerns. All should be encouraged to understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Procedures for reporting bullying:

- If a child wishes to report an incident of bully this can be reported to any member of the PMActive team. This will then be dealt with by the member of staff, if possible, where is this not possible it will be shared with PMActive management & welfare officer.
- If a parent has any concerns about their child or young person they should speak to the activity lead.
- If a parent feels unable to talk to the activity lead, they can make an appointment to speak directly with the welfare officer.

- PMActive will work with both the child and the parents to ensure that any bullying is stopped, and that support is given where needed.
- We would encourage parents should not confront the bully or their parents. This can complicate the situation and distress the children and young people.
- PMActive will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately, they should follow the PMActive complaints policy.

Responding to Bullying

We monitor and review all bullying incidents to determine any patterns or trends that may require further action. We require all staff to report any bullying witness on an incident form to ensure we have accurate information; we ask all staff to complete these as close to the incident as possible. Incident forms should be given to the PMActive management. On a regular basis we give children and young people the opportunity to feedback on how safe and happy they feel.