

## **Anti-bullying policy**

Core Kids Club Ltd will not tolerate bullying in any form whether physical or verbal by children, parents/ guardians or staff members. Any reports or observed incidents of bullying will be taken seriously and dealt with under the following procedures.



- Staff will take incidences of bullying seriously and will report them to the course director
- Initial instance of an incident should be labelled as “inappropriate behaviour” however if any further incidences occur then the term shall revert to bullying and dealt with accordingly
- In minor cases of bullying the bully (ies) may be requested to apologize to the victim (s)
- We will insist that any borrowing or stolen property must be returned
- We will encourage the bully (ies) to change their behaviour
- In more serious or persistent cases of bullying parents/ carers will be informed and consulted and the bully (ies) may be punished by withdrawal from activities
- If the bullying continues parents/ carers may be asked to remove their child (ren) from the course
- If the perpetrator of the bullying is a member of staff the course director must be informed. The member of staff will be subject to immediate disciplinary action and the incident may be dealt with under the FA child protection procedures.
- If the perpetrator of the bullying is a parent or carer, they will be asked to leave the site immediately. It will affect their rights to attend future events.

Alongside dealing with any perpetrators we will reach out to victims of bullying to comfort them and ensure the issue is being dealt with accordingly. Where possible we will assist the victim to resume activities to give them a positive experience post events.

Any incidents which take place must be recorded in writing alongside any action taken.

12/12/22

Next Review: 12/12/23