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## Anti-Bullying Policy

### Our Commitment

Future Stars is committed to providing a safe, inclusive, and positive environment where every child feels respected, valued, and supported.

Bullying of any kind is unacceptable and will not be tolerated within our activities, clubs, or childcare provision. We take all concerns about bullying seriously and will act promptly to address them.

We aim to create an environment where children feel confident to speak up and where kindness, respect, and teamwork are actively encouraged.

### What Is Bullying?

Bullying is behaviour that is **intentional, repeated, and designed to hurt or upset another person**. It can take different forms, including:

#### Verbal bullying

- Name-calling
- Teasing or insults
- Threats or intimidation

#### Physical bullying

- Hitting, kicking, pushing, or hurting someone
- Damaging someone's belongings

#### Social or emotional bullying

- Excluding someone from activities
- Spreading rumours
- Encouraging others not to be friends with someone

#### Online or digital bullying (cyberbullying)

- Sending unkind messages
- Sharing hurtful comments online
- Misusing photos or videos

Children may experience bullying individually or as part of a group.

### Our Approach to Preventing Bullying

Future Stars actively promotes a positive environment that helps prevent bullying from occurring.

We do this by:

- Promoting respect, kindness, and teamwork through our activities
- Setting clear expectations for behaviour
- Encouraging children to include others and support their peers
- Providing staff with guidance on recognising and responding to bullying behaviour
- Supporting children to develop confidence and positive relationships

### **How We Respond to Bullying**

All concerns about bullying will be taken seriously.

If bullying is reported or suspected, staff will:

1. **Listen carefully** to the child raising the concern.
2. **Investigate the situation** by speaking with those involved.
3. **Support the child who has been affected**, ensuring they feel safe and heard.
4. **Address the behaviour** with the child responsible and explain why it is unacceptable.
5. **Take appropriate action**, which may include behaviour support strategies or further monitoring.
6. **Inform parents where appropriate**, particularly if incidents are repeated or serious.

Our aim is to resolve issues quickly and help children learn from their behaviour while ensuring the safety and wellbeing of everyone involved.

### **Supporting Children**

Children who experience bullying will be supported to:

- Feel safe and listened to
- Rebuild confidence and positive relationships
- Know who they can talk to if they are worried

Children who display bullying behaviour will be supported to understand the impact of their actions and to develop more positive ways of interacting with others.

### **Role of Staff**

All staff and coaches are responsible for promoting positive behaviour and addressing bullying.

Staff are expected to:

- Model respectful and inclusive behaviour
- Be alert to signs of bullying
- Act promptly if concerns arise
- Record and report incidents in line with our behaviour and safeguarding procedures

### **Role of Parents and Carers**

Parents and carers play an important role in supporting positive behaviour.

We encourage families to:

- Talk with children about kindness, respect, and inclusion
- Encourage children to speak to a trusted adult if they are worried
- Inform us if they believe their child may be experiencing bullying

Working together helps us create a supportive and safe environment for all children.

### **Reporting Concerns**

If a child or parent has concerns about bullying within our provision, they are encouraged to speak to a member of staff as soon as possible so the matter can be addressed promptly.

Future Stars is committed to ensuring that all children feel safe, included, and able to enjoy their time with us.