




# Anti-Bullying Policy

|                           |  |                                    |
|---------------------------|--|------------------------------------|
| VERSION NO:<br>7.0        | TITLE:<br>Anti Bullying Policy   | ISSUE DATE:<br>01/09/2023          |
| PLANNED REVIEW:<br>Annual | PREPARED BY:<br>David Johnson<br>CEO  | PLANNED REVIEW DATE:<br>01/09/2024 |

The three main types of bullying are:

Physical

Verbal

Emotional

To create an anti-bullying culture, PEAK ensure that:

We have a zero tolerance stance on minor bullying. Eg. Name calling

We deal with incidents immediately and seriously, regardless of their severity

We show interest and never ignore the concerns of the children in our care

We closely monitor onward interaction of the children involved

Staff expectations:

Staff are to identify any changes in behaviour of the children in our care

Staff are to be approachable and offer a safe place for children to talk

Staff are to take all comments and issues seriously. Never dismiss a case of potential bullying as 'it's just kids playing' or 'it's just part of growing up'

Staff are to record all comments or accusations of bullying on the Anti-Bullying form provided in the camp management folder

In case of concern whereby a situation needs to be further investigated, all staff must pass on comments made to their Camp Manager. From there, the Camp Manager is to ensure that the issue is then reported to Designated Safeguarding Lead (DSL) and that parents of all parties are informed.

If the DSL feels that the severity of the situation needs to be taken further, in the case of physical bullying, PEAK will make a judgment as to whether the police need to be informed, or, in the case of adult involvement, whether the relevant Local Authority Safeguarding need to be made aware.