



Anti-Harassment Policy

Statement of Intent

At XYZ After School Club, we are committed to providing a caring, friendly and safe environment for all of our children so they can play in a relaxed and secure atmosphere, free from any form of discrimination. Harassment of any kind is unacceptable at our club. If harassment does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING club**. This means that **anyone** who knows that harassment is happening is expected to tell the staff. This policy applies to all children and staff at our club. We work very closely with Aboyne Lodge School, where all our children attend. We follow the same anti-harassment policy as the school, which the children are aware of.

What Is Harassment?

Harassment is the use of intentional or unintentional actions that cause distress or hurts the feelings of another person. For the purpose of this policy, harassment is further defined as unwelcome comments (written or spoken) or conduct which:

- Violates an individual's dignity
- Creates an intimidating, hostile, degrading, humiliating or offensive environment

It should be noted that racial harassment and harassment relating to disability are considered to be examples of direct harassment.

Other types of harassment include:

- Disparaging gender-related remarks and threatening behaviour
- Unnecessary touching and jokes of a sexual nature
- Inappropriate questioning or jokes about racial or ethnic origin, offensive graffiti or intimidating behaviour
- Making fun of personal circumstances or appearance
- Harassment, physical or psychological; criticism, isolation gossip, intimidating behaviour— see also anti-harassment policy
- Inappropriate comments or questioning about the impact of someone else's disability
- Disparaging age-related remarks

Why is it Important to Respond to Harassment?

Harassment hurts. No one deserves to be a victim of harassment. Everybody has the right to be treated with respect. Pupils who are harassing others need to learn different ways of behaving and understand the effects of their harassment.

Our school has a responsibility to respond promptly and effectively to any issues of harassment.

Objectives of this Policy

- All staff, children and parents should have an understanding of what harassment is.

- All staff should know what the club policy is on harassment, and follow it when harassment is reported.
- All children and parents should know what the club policy is on harassment, and what they should do if harassment arises.
- As a club we take harassment seriously. Children and parents should be assured that they will be supported when harassment is reported.
- Harassment will not be tolerated.

Procedures

Report any incidents of harassment to staff

1. In cases of serious harassment, the incidents will be recorded by staff and the Headteacher of Aboyne Lodge informed
2. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem
3. If necessary and appropriate, police will be consulted
4. The harassing behaviour or threats of harassment must be investigated and the harassment stopped quickly
5. An attempt will be made to help the offending child to change their behaviour

Outcomes

- 1) The offender will be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered
- 3) If possible, the children will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated harassment does not take place.

Prevention

We will use several methods for helping children to prevent harassment taking place. As and when appropriate, these may include:

- writing a set of club rules
- signing a behaviour contract
- writing stories or poems or
- making up role-plays
- having discussions about harassment and why it matters

We will continually remind all children that everyone in our school is special, but we are all different and should be proud of our uniqueness.

HELP ORGANISATIONS:

www.report-it.org.uk/bullying_and_harrassment/

Signed:

Adopted: Sept 2009

Reviewed:

Sept 2010 Sept 2011 Sept 2012 Sept 2013 Sept 2014 Oct 2015