



Anti-Bullying Policy

Speak Like A Native provides a supportive, caring and safe environment in which all children are free from the fear of being bullied. Bullying of any form is not tolerated on any of our programmes or activities, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of our position on bullying. Bullying behaviour is unacceptable in any form.

Any child 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 a director. An account of the incident will be recorded on an Incident Report Form (IRF). All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

Speak Like A Native defines bullying as the repeated harassment of others through emotional, physical, psychological or verbal abuse.

- **Physical:** Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.
- **Psychological:** Behaviour likely to create a sense of fear or anxiety in another person.
- **Emotional:** Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel 'left out' of a game or activity, passing notes about others or making fun of another person.
- **Verbal:** Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

Racial harassment can take any of the forms of bullying listed above but is motivated by the victim's colour, race, nationality, or ethnic or national origins. Incidents of racial harassment will be recorded as such on the Incident log. (See our Equalities Policy for more information on how we deal with and challenge discriminatory behaviour.)

Preventing Bullying Behaviour

Speak Like A Native staff will foster an anti-bullying culture in the following ways:

- Encouraging caring and nurturing behaviour
- Discussing friendships and encouraging group and team play
- Encouraging children to report bullying without fear
- Discussing the issues surrounding bullying with the children, including why bullying behaviour will not be tolerated
- Exploring the consequences of bullying behaviour with the children

(There will be times when in-depth discussions are not possible as the children are dealing with learning a new language in which they can / may not be able to communicate clearly or accurately. Speak Like A Native staff are extra vigilant in such cases and recognise both the



challenge this poses children and the extra pressure they may be under. In any safeguarding issue staff are always encouraged to use English to support and protect immediately).

Responding to Bullying Behaviour

Speak Like A Native acknowledges that despite all efforts to prevent it, bullying can happen, should such incidents occur, we will follow the procedure outlined below:

- We will address all incidents of bullying thoroughly and sensitively.
- Victims of bullying will be offered the immediate opportunity to discuss the matter with a member of staff who will reassure the child and offer support.
- They will be reassured that what they say will be taken seriously and handled sympathetically.
- Staff will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.
- If another child witnesses bullying and reports this, staff will reassure them that they have done the right thing. Staff will then investigate the matter.
- If a member of staff witnesses an act of bullying, involving children or adults at the camp, they will inform a Speak Like A Native director.
- Children who have bullied will be helped by discussing what has happened, establishing why the child became involved. Staff will help the child to understand why this form of behaviour is unacceptable and will encourage him/her to change their behaviour.
- If the bullying persists, the parents will be informed and we will work with them to try to resolve the issues.
- If this fails to stop the bullying, more serious actions may have to be taken, as laid out in the Suspensions and Exclusions policy.
- All incidents of bullying will be reported to a Speak Like A Native director and will be recorded on an Incident Report Form (IRF). Relevant staff will review Speak Like A Native procedures in respect of bullying, to ensure that practices are relevant and effective.