

1. Policy Context

A number of initiatives and policy documents are in place to support, protect and encourage children and young people to lead happy and successful lives. These policies have a direct influence on the creation of anti-bullying policies and procedures:

- A National Approach to Anti-bullying for Scotland's Children and Young People
- Getting it Right for Every Child
- United Nations Convention on the Rights of the Child (UNCRC)
- Curriculum for Excellence
- Early Years Framework
- National Care Standards
- Equally Well

Please see references at end of this policy.

2. SOSCN Statement

The Scottish Out of School Care Network expects that all out of school care services create a positive social environment which builds self esteem and confidence in children and young people. Bullying behaviour will not be tolerated and positive behaviour will be supported and maintained at all times within services.

3. Guiding Principles

1. Taking the UNCRC as a basic and guiding principle we expect children to be consulted and involved, and that their wishes will be respected and considered when resolving any bullying issues.
2. The out of school care service will build relationships and set up communication channels with parents and other services which the children and young people may come into contact with outside the OSC e.g. schools, after school activity providers.
3. The out of school care staff and management will take a pro-active approach to promoting positive behaviour and continually raise awareness about anti-bullying procedures and practice, including updating skills and undergoing training on a regular basis.

4. Procedure

Bullying behaviour within the service

1. Bullying behaviour within the service will not be tolerated- out of school care services promote mutual respect and understanding.
2. Should bullying behaviour be observed by, or reported to, staff they must discuss the matter with all involved parties.
3. The child(ren) displaying the bullying behaviour must be aware that there will be consequences for their actions, and the child(ren) being bullied must be reassured that the behaviour will not be repeated.
4. The parent/carers will be informed in order that an agreed course of action can be taken to help resolve the situation.
5. Staff will continue to closely monitor the situation.

Bullying behaviour outwith the service

1. If a child reports bullying outwith the out of school care service to staff or management, the staff will listen to the child and then ask the child what action they wish the OSC worker to take.
2. The OSC must respect the wishes of the child, although if it is an issue of child protection then the child will be informed that the matter must be reported.

5. Content

1. Any out of school care anti-bullying policy should include all the 6 headings in this guidance with information relevant to the out of school care service.
2. The policy should provide a definition of what bullying is, and is not; whether it is a one-off or repeated action. The definition should be as broad as possible: "Bullying behaviour can be..." (See www.respectme.org.uk for further information.)
3. The policy should include a reassuring statement to children and parents that all bullying incidents will be treated seriously; will be investigated in an objective manner, and that an agreed course of action will be developed to create a satisfactory resolution for all involved.
4. The policy should also include any preventative measures e.g. buddy system, discussions, projects, anti-bullying theme events, etc.

6 . Additional Resources

RespectMe	www.respectme.org.uk
Childline	0800 1111 www.childline.org.uk
Parentline	0808 800 2222
UNICEF	www.unicef.org
Enquire	www.enquire.org.uk
Enable Scotland	www.enable.org.uk
Hands on Scotland	www.handsonscotland.co.uk

POLICY REFERENCES

A National Approach to Anti-bullying for Scotland's Children and Young People

<http://www.scotland.gov.uk/Publications/2010/11/12120420/0>

Getting It Right for Every Child

<http://www.scotland.gov.uk/Topics/People/Young-People/childrenservices/girfec/Q/editmode/on/forceupdate/on>

Early Years Framework

<http://www.scotland.gov.uk/Topics/People/Young-People/Early-years-framework>

Curriculum for Excellence

<http://www.ltscotland.org.uk/curriculumforexcellence/index.asp>

Equally Well

<http://www.scotland.gov.uk/Topics/Health/health/inequalities/inequalitiestaskforce>

United Nations Convention on the Rights of the Child (UNCRC)

<http://www.scotland.gov.uk/Topics/People/Young-People/Childrens-Rights>

National Care Standards

<http://www.scotland.gov.uk/Topics/Health/care/17652/National-Care-Standards-1-1>