

Active Starz - Anti-Bullying Policy

Last reviewed: January 2026

1. Policy Statement

Active Starz is committed to providing a safe, inclusive and enjoyable environment where all children feel valued, respected and confident to participate.

Bullying of any kind is unacceptable in our programmes. If bullying does occur, children and parents should know that incidents will be dealt with quickly, sensitively and effectively.

Our aim is to ensure **every child feels safe**, both physically and emotionally, during all Active Starz sessions.

2. What Is Bullying?

Bullying is the **repeated and intentional** use of power to hurt, frighten, intimidate or exclude another child.

Bullying can take many forms:

Physical bullying

- Hitting, kicking, pushing
- Damaging or taking belongings

Verbal bullying

- Name-calling
- Mocking or teasing
- Threatening language

Emotional or social bullying

- Excluding others
- Spreading rumours
- Manipulating friendships

Online bullying (Cyberbullying)

- Hurtful messages or images
- Exclusion from group chats or online games

Active Starz takes all forms of bullying seriously, whether in person or online.

3. Our Approach to Prevention

We foster a positive culture where children are encouraged to be kind, supportive and respectful.

Prevention measures include:

- Coaches model positive behaviour and language
- Clear expectations set at the start of each session
- Structured activities that promote teamwork and cooperation
- Creating an inclusive environment where all children can participate
- Close supervision during all activities and transitions
- Encouraging children to talk to staff if something worries them

4. Reporting Concerns

Children, parents, and staff are encouraged to report concerns immediately. Concerns can be raised:

- Directly with an Active Starz coach
- Through the session leader
- By contacting the Active Starz management team

All reports are taken seriously, even if they seem minor or uncertain.

5. How We Respond to Bullying Incidents

When bullying is reported or witnessed, we will:

Step 1 – Listen and support the child who has been affected

- Ensure they feel safe and heard
- Gather information calmly and sensitively

Step 2 – Investigate the concern

- Speak with all children involved
- Speak with relevant staff who witnessed behaviour
- Assess whether the behaviour meets the definition of bullying

Step 3 – Take appropriate action

Actions may include:

- A clear discussion with the child displaying the behaviour
- Time-out from activities if required
- Restorative conversation between the children
- Adjusting groupings or supervision
- Notifying parents of all children involved
- Creating a behaviour plan if necessary

Step 4 – Follow-up and monitoring

- Staff check in with the child who experienced bullying
- Ongoing observation to ensure behaviour has stopped
- Review with parents and school (if applicable)

We aim to resolve concerns swiftly, fairly and with the child's emotional wellbeing at the centre.

6. Responsibilities

Active Starz Staff

- Model positive behaviour
- Monitor interactions closely
- Intervene early and appropriately
- Record and report concerns
- Communicate with parents professionally

Parents & Carers

- Encourage positive behaviour at home
- Inform us promptly of any concerns
- Work collaboratively with staff

Children

- Treat others with kindness and respect
- Tell a trusted adult if they see or experience bullying
- Include and support others

7. Safeguarding Link

Bullying may sometimes overlap with safeguarding concerns. In such cases, Active Starz will follow its **Safeguarding & Child Protection Policy**, including escalation to the Designated Safeguarding Lead (DSL) and, where appropriate, the child's school.

8. Review of Policy

This policy is reviewed annually or whenever new government guidance is issued. Feedback from schools, parents and staff is welcomed as part of our commitment to continuous improvement.