



Bullying & Discrimination Policy

1. Purpose and Commitment

Just Play Sports is committed to providing a safe, inclusive and enjoyable environment where every child is protected from bullying, discrimination, harassment and victimisation.

We follow principles expected in settings inspected by Ofsted, including:

- promoting children's welfare, safety and emotional well-being
- actively preventing bullying and discriminatory behaviour
- challenging unacceptable behaviour immediately
- working closely with parents and carers
- responding swiftly, proportionately and effectively to all concerns

Bullying or discrimination of any kind will **not be tolerated**.

This policy should be read alongside our **Behaviour Management Policy** and **Safeguarding Policy**.

2. Definition of Bullying

Bullying is behaviour that is:

- **Repeated**, or has the potential to be repeated
- **Intentional**
- Causes **harm, distress, fear, or exclusion**
- Involves an **imbalance of power**

Bullying may be:

- **Physical** – hitting, pushing, damaging property
- **Verbal** – name-calling, insults, threats
- **Social/relational** – exclusion, spreading rumours, manipulation

- **Cyber** (if relevant) – messaging, group chats, social media harm

A single serious incident may be treated as bullying.

3. Definition of Discrimination

Discrimination is treating someone unfairly due to characteristics such as:

- race, ethnicity or nationality
- gender or sex
- disability or perceived ability
- religion or belief
- age
- sexual orientation (where relevant for age group)
- any other aspect of identity or background

Examples include derogatory comments, exclusion based on differences, stereotypes or refusal to interact with someone due to personal characteristics.

4. Prevention

We work proactively to prevent bullying and discrimination by:

- promoting respect, kindness and teamwork during all activities
- modelling inclusive behaviour as coaches
- addressing low-level unkindness early
- mixing groups to encourage cooperation
- teaching fairness and respect through sport and play
- ensuring staff know how to recognise and respond to concerns

This supports Ofsted's expectation that providers *promote equality, challenge discrimination and foster positive relationships*.

5. Victim Protection and Attendance

A child who has experienced bullying or discrimination should **never feel that they should stop attending the club** or miss out on activities. Their safety, enjoyment and sense of belonging are our priority.

Where consequences are needed, it will be the **child displaying bullying or discriminatory behaviour** who faces sanctions — **not the victim**.

We will work closely with the affected child and their parent/carer to ensure they feel safe, heard and supported, and that they can continue attending with confidence.

6. Responding to Bullying or Discrimination

All concerns are taken seriously and acted on immediately.

When staff witness or receive a report of bullying/discrimination, they will:

1. **Intervene immediately** to stop the behaviour.
2. **Ensure safety** and separate those involved if needed.
3. **Listen** to the child who has been affected and reassure them.
4. **Speak with all children involved** calmly and separately.
5. Apply strategies from the **Behaviour Management Policy**.
6. **Record** the incident if it is serious or repeated.
7. **Inform parents/carers** — immediately for serious incidents, or at the end of the session for less severe cases.
8. Provide follow-up monitoring and support.

7. Consequences

Consequences for bullying or discrimination follow the stepped system in the **Behaviour Management Policy**, which may include:

- verbal reminders
- reflection time
- parental involvement
- formal warnings
- temporary suspension
- exclusion (in severe or persistent cases)

Because bullying and discrimination are serious safeguarding concerns, staff may move directly to a higher consequence stage.

As stated in our Behaviour Management Policy, **refunds are issued** for any club-initiated suspension or exclusion.

8. Supporting the Child Who Has Experienced Bullying

We will:

- listen and provide reassurance
- ensure the child feels safe in future sessions
- adjust groupings or supervision if needed
- regularly check in with the child
- keep parents/carers updated
- monitor behaviour over time to ensure the issue stops

9. Supporting the Child Who Has Displayed Bullying Behaviour

Our aim is to help children learn positive alternatives. Support may include:

- guided reflection
- restorative conversations (when appropriate)
- increased supervision
- additional behaviour coaching
- setting behaviour targets
- early and ongoing work with parents/carers

We focus on education, improvement and accountability.

10. Recording and Monitoring

Significant incidents of bullying or discrimination will be recorded, including:

- what happened
- who was involved
- actions taken
- communication with parents
- follow-up steps

Records are reviewed to identify patterns or developing concerns.

11. Safeguarding

Any bullying or discriminatory behaviour that raises concerns for a child's welfare will be treated as a **safeguarding matter**.

Staff will follow the Safeguarding Policy and involve external agencies if required.

12. Review of Policy

This policy will be reviewed annually, or sooner if safeguarding or Ofsted guidance changes.

Policy Written: 19th August 2026

Reviewed: 19th August 2027

Name: Jack Dillon

Position: Director

Signed: Jack Dillon