



# Anti-Bullying Policy

## Aims

At The Hub youth club we aim to provide a safe and welcoming place for ALL children and young people in the community. All staff (paid and voluntary) are expected to challenge behaviour and attitudes which make individuals or groups of children feel unsafe or unwelcome at The Hub. This includes all forms of bullying, such as physical aggression; threats; name calling; spreading rumours; purposely leaving people out.

## Anti-Bullying strategies

When dealing with bullying behaviour, staff will use a number of strategies:-

- 1. Warning the child/young person.** This should include a clear explanation as to why their behaviour is unacceptable, as well as the consequences of it continuing.
- 2. Time Out from an activity.** Removing the child/young person from the room or activity shows them that their behaviour will not be tolerated, as well as protecting those who are being bullied.
- 3. Time Out from the Club.** If the bullying behaviour persists, despite warnings and Time Outs, the child/young person may be told not to attend the club the following week or, in particularly severe cases, for a number of weeks.
- 4. Informing Parents/Carers.** Parents/Carers of any child/young person under 16 will be informed if their child has been given Time Out from the club.
- 5. Return Meeting.** After Time Out from the club, the child/young person, and (if under 16) their parent(s)/carer(s), will be invited to meet with project staff to discuss their return to the club.

## Working with people who are Bullies

The Hub's policy is to 'condemn the behaviour, not the person'. We will continue to provide services to children/young people who bully. Where appropriate, we may be

able to offer individual or small group support, to help address their behaviour and any issues which contribute to it. Wherever possible, we will support their return to the open youth club, providing this is not detrimental to the safety and wellbeing of other club members.

## Inclusive Club

At The Hub we recognise that bullying is often the result of individuals and groups being picked on for being seen as different in some way. As well as tackling bullying behaviour, all staff are responsible for challenging the discriminatory attitudes towards race, religion, gender, sexuality, disability, and appearance, which lead to bullying. This includes creating and taking opportunities to discuss issues of discrimination with young people and children in the clubs. In this way, we aim to promote an 'inclusive culture' in which bullying is challenged by other children and young people, as well as by staff.

## Positive Behaviour

At The Hub, we believe that rewarding positive behaviour is generally more effective than punishing negative behaviour. To this end, all staff should encourage and reward behaviour which promotes an 'inclusive culture', such as children and young people being friendly to new members or 'sticking up' for someone who is getting bullied.

## Adults and Bullying

Finally, we recognise that bullying behaviour can also be perpetrated by adults. At The Hub we expect relationships between the staff and children/young people to be based on mutual respect. We aim to promote a culture in which children and young people, as well as other members of staff, feel able to object if a member of staff is using their authority unfairly to target particular individuals or groups.

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