



Anti-Bullying Policy

At The Hub we aim to provide a safe and welcoming place for ALL young people. All staff will challenge behaviour which makes other children feel unsafe or unwelcome at The Hub in any way - through physically hurting people, threats, name calling; spreading rumours; or leaving people out to make them feel bad.

1. **Warning the young person.** We will explain why we think the young person is bullying, and what will happen if the bullying doesn't stop.

If the bullying continues....

2. **Time Out from an activity.** We will ask the young person bullying to stop the activity and go into another room. We might talk to their parents if we are worried about the bullying being serious.

If the bullying continues....

3. **Time Out from the Hub.** We will ask the young person bullying not to come to the club the following week, or maybe for a few weeks.

4. **Informing Parents/Carers.** If the young person is under 16, we will tell their parents or carers that they have been given Time Out from The Hub, and tell them why.

5. **Return Meeting.** After Time Out from The Hub, the young person comes to meet the staff to discuss coming to The Hub again. If the young person is under 16 their parent or carer, will be invited too.

We understand that sometimes young people feel **upset or angry**. These feelings sometimes make them behave in ways that hurt or upset other people. We want to help all young people to be happy and have good friendships.

Sometimes young people can be being picked on for being seen as different in some way. Staff at The Hub help young people to develop **positive attitudes to all young people**, whatever their race or religion, male or female, gay or straight, disabled or non-disabled, whatever people wear or their taste in music. Positive attitudes make **The Hub a positive place**. Positive attitudes are useful at school, at college and at work too! Staff will always show young people that they appreciate positive behaviour, like **welcoming new members** or sticking up for other people.

If young people feel at any time that an adult is hurting them or making them feel unwelcome, please tell another youth worker immediately! We will always take young people seriously.

May 2014.