



Anti-Bullying Policy

Effective Date: April 2025

Review Date: October 2025

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1. Policy Statement

Bullying of any kind is not tolerated. We are committed to providing a safe, inclusive, and supportive space where all young people feel valued, respected, and free to be themselves.

2. What Is Bullying?

Bullying is repeated, intentional behaviour that hurts another person physically or emotionally. It can happen face-to-face or online and can include:

- Verbal bullying: name-calling, teasing, threatening, discriminatory comments
- Physical bullying: pushing, hitting, kicking, damaging belongings
- Social bullying: excluding someone, spreading rumours, manipulating friendships
- Cyberbullying: sending harmful messages, sharing images without consent, online threats or harassment

Bullying can be related to appearance, race, gender identity, disability, sexuality, religion, or any other personal characteristic.

3. Recognising the Signs

Young people who are being bullied may:

- Avoid attending the Youth Hub
- Become withdrawn or anxious
- Show sudden changes in behaviour or mood
- Report feeling unsafe or isolated

Staff and volunteers are trained to look for these signs and respond sensitively.

4. Prevention

We aim to prevent bullying by:

- Promoting kindness, respect, and inclusion at every session
 - Having clear rules about respectful behaviour (see Code of Conduct)
 - Encouraging young people to speak up if they see or experience bullying
 - Running group discussions, awareness sessions, or themed activities on empathy, friendship, and diversity
 - Ensuring staff model inclusive, respectful behaviour at all times
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5. Responding to Bullying

If bullying is reported or witnessed, staff will take it seriously and act quickly:

Step 1: Listen and Record

- Speak to the young person privately, listen carefully, and reassure them.
- Record details using the Youth Hub's incident form.

Step 2: Investigate

- Talk to everyone involved, without jumping to conclusions.
- Speak to witnesses or other young people if appropriate.

Step 3: Respond

- If bullying is confirmed, address it firmly and fairly.
- The person responsible will be supported to understand the impact of their actions.
- Consequences may include reflection time, restorative action, or temporary exclusion depending on the severity.

Step 4: Involve Parents/Guardians

- Parents or guardians of all parties will be informed and involved in resolving the situation.

Step 5: Monitor

- Follow up with the young person who was bullied to make sure they feel safe.
 - Check in with the wider group and continue to monitor dynamics.
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6. Support for Everyone Involved

- The young person who was bullied will be offered emotional support, safe space, and ongoing check-ins.
 - The young person responsible will be helped to reflect and learn, and referred to extra support if needed.
 - Staff may involve local services or schools for additional guidance where appropriate.
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7. Safeguarding Concerns

If the bullying involves threats of serious harm, discrimination, or is part of a wider safeguarding concern, the Designated Safeguarding Officer will take immediate action, which may include referring to social services or the police.

8. Policy Review and Feedback

This policy is reviewed regularly with input from young people, parents, and staff. We welcome feedback to help us keep the community space, respectful, and welcoming for all.