The Sulgrave Club
Anti-Bullying Policy

Purpose

At the Sulgrave Club we aim to provide a safe and welcoming place for all children and young people in the community. All staff and volunteers are expected to challenge behaviour and attitudes which make individuals or groups of children feel unsafe or unwelcome at the Sulgrave Club.

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 and volunteers will use a number of strategies:

- 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.

- 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.

- Suspension 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.

- Informing Parents/Carers. Parents/Carers of any child/young person under 16 will be informed if their child has been given a suspension from the club.

- Return meeting. After suspension from the club, the child/young person, and (if under 16) their parent(s)/carer(s), will be invited to meet with the Club Manager to discuss their return to the Club.

Working with people who are bullies

The Sulgrave Club'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 Club, providing this is not detrimental to the safety and well-being of other Club members.

Inclusive Club

At the Sulgrave Club 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 and volunteers are responsible for challenging 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 Club.

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 and volunteers.

Positive Behaviour

At the Sulgrave Club we believe that rewarding positive behaviour is generally more effective than punishing negative behaviour. To this end, all staff and volunteers 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.
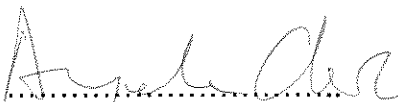
Adults and Bullying

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

Consultation and Commitment to Review

The Sulgrave Club is committed to the review and updating of its policies and procedures through consulting with its employees, volunteers and young people. Employees and volunteers will be consulted on changes to policies through staff meetings and young people through the Sulgrave Youth Forum.

The employees' and volunteers' representative is Nick Sazeides.

Signature: .... Signature: ....
Position: Chairman   Position: Club Manager
Date: 27 March 2023   Date: 27 March 2023

Review date: *March 2024.*