**Anti Bullying Policy**

The AYA will provide a supportive, caring and safe environment without fear of being bullied. Bullying of any form is not tolerated in our club, whether carried out by a child or an adult.

All Staff, children and parents or carers will be made aware of the club’s attitude towards bullying.

Any child who is a victim of a bully will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff and the Club Manager. Incidents of bullying will be dealt with using AYA’s **Behaviour Policy**. Although we have a thorough behaviour policy in place to deal with difficult incidents of behaviour, we believe that it is important to acknowledge that bullying is a serious matter, and therefore establish guidance for incidents of bullying.

AYA defines bullying as the repeated harassment of others through emotional, physical, psychological or verbal abuse.

* **Physical**: Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.
* **Psychological**: behaviour likely to create a sense of fear or anxiety in another person.
* **Emotional**: being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel ‘left out’ of a game or activity, passing notes about others or making fun of another person.
* **Verbal**: Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person’s appearance.

**Preventing bullying behaviour**

Staff at AYA will promote positive behaviours using the guidance in the Behaviour Policy and will build an anti-bullying ethos and environment in the following ways:

* Encouraging caring and nurturing behaviour
* Playing and working for a caring and co-operative ethos
* Discussing friendships and encouraging paired, group and team play
* Encouraging children to report bullying without fear
* Staff will discuss the issues surrounding bullying including why bullying behaviour will not be tolerated
* Staff will discuss the consequences of bullying behaviour

**Responding to bullying behaviour**

AYA acknowledges that despite all efforts to prevent it, it is possible that bullying may occur on occasion. Should such incidents occur, AYA will respond in accordance with the **Behaviour Policy**, and adhere to the following principles:

* We will address all incidents of bullying thoroughly and sensitively.
* Victims of bullying will be offered the immediate opportunity to discuss the matter with a member of staff who will reassure the child and offer support.
* They will be reassured that what they say will be taken seriously and handled sympathetically.
* Staff will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.
* If another child witnesses and reports this, staff will reassure them that they have done the right thing. Staff will then investigate the matter.
* Children who have bullying will be helped by discussing what has happened, establishing why the child became involved. Staff will help the child to understand why this form of behaviour is unacceptable and will encourage him/her to change their behaviour.
* All incidents of bullying will be reported to the Committee and will be recorded on an Incident Log. The AYA Manager and other relevant staff will review the club’s procedures in respect of bullying, to ensure that practices are relevant and effective.
* Informing family/carers and plans for dealing with repeat episodes of bullying will be dealt with in accordance with the **Behaviour Policy.**

| This policy was adopted by: AYA | Date: August 2023 |
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| To be reviewed: 01/09/24 | Signed |