

Anti-Bullying Policy

Version History

Version	Date Approved	Approved by	Brief Description of Changes
Original	Feb 19		
2025/1	September 25	Board of Management	Added onto new template and annual review
2026/1	September 26	Board of Management	Yearly review and updated

Policy Owner

Head of Children and Young People

Purpose and Scope

YMCA East Surrey Children and Young People Services adopt a zero-tolerance approach towards bullying. We believe that everyone should be treated respectfully and with dignity, and we recognise that any form of bullying or harassment, whether intentional or not, is unacceptable and will be dealt with appropriately. We are all responsible for challenging all types of bullying or harassing behaviours.

Definitions

- ▶ Bullying - The repeated, intentional physical or verbal hurting of a person or group of people by another person or group.

Relevant Legislation or Governance Requirements

- ▶ Working together to Safeguard Children 2026

Related Policies and Procedures

- ▶ Safeguarding Children
- ▶ Behaviour Support Policy
- ▶ Bullying and harassment Policy

Policy Requirements

YMCAES staff must establish clear boundaries in line with the children and young people's level of understanding and ensure that all children and young people are aware of the setting rules, routines and procedures, through posters, circle time and staff reinforcement.

YMCA East Surrey will:

- ▶ Offer staff appropriate training and support
- ▶ Promote positive behaviour
- ▶ Ensure that unacceptable behaviour such as bullying or name calling will be dealt with accordingly and in a timely manner
- ▶ Notify parents/carers of any incidents and document accordingly

The day-to-day responsibility for dealing with bullying is that of the senior staff member/coordinator in charge of each setting, however the overall responsibility is that of the Head of CYP.

All staff engaged in activities run by YMCA East Surrey CYP Services will be aware of their individual responsibility towards anti-bullying through training and the staff guidelines (see Bullying and harassment policy). Staff will reinforce and model positive behaviour.

Where appropriate staff will consult children and young people about rules, helping them to understand the effects of bullying on themselves and others, and staff will help children to find a positive solution to bullying and acknowledge thoughts and feelings associated with bullying.

Should a child / young person bully other children, staff will withdraw them from the situation by distracting or re-directing the child / young person's attention. Parents/carers will be notified, as soon as appropriate to do so, and the child / young person will be given a verbal warning. Should bullying persist, the child will be excluded for an agreed period. This course of action will be agreed by the Head of CYP and the child / young person's parent/carers.

YMCA East Surrey CYP services believes that under no circumstances should physical punishment be used (see Behaviour support policy).

Roles and Responsibilities

Monitor:	Head of Children and Young People
Approve:	Board of Management
Endorse:	Children & Young People Advisory Group
Propose:	CEO
Draft and review:	CYP Childcare and Children's Activity Manager

Implementation and review

This Policy is reviewed annually and disseminated to staff on HealthboxHR and SharePoint.