



Anti-Bullying Policy

Part of the BYO Conduct and Behaviour Policy Suite

Britannia Youth Organisation CIC is a Community Interest Company registered in England and Wales.
Company No. 12515346 | Registered Address: 36 St Joseph's Rd, Ward End, Birmingham, B8 2JU

CONTENTS

1. Purpose	1
2. Principles	1
3. What is bullying?	1
4. Forms of bullying	2
5. Prevention Strategies	2
6. Reporting Procedures	2
7. Response Procedures	3
8. Consequences and Support	3
9. Staff and Volunteer Responsibilities	4
10. Young People's Responsibilities	4
11. Parent/Guardian Responsibilities	4
12. Record Keeping	4
13. Useful Resources	5
14. Contact Information	5

Document Details	Information
Policy Title	Anti-bullying Policy
Version	3.0
Effective Date	26 June 2026
Review Date	01 July 2027
Owner	Designated Safeguarding Lead
Approved By	Hassan Kingsley, Governor
Cross-References	Safeguarding Policy Framework, Child Protection Procedures, Adult Safeguarding Procedures, Code of Conduct Policy, Code of Behaviour Policy, Complaints Policy, Equality, Diversity and Inclusion Policy, Organisational Values and Inclusion Framework, Whistleblowing Policy, Social Media Policy, Recruitment, Selection and Onboarding Policy, Managing Allegations about Staff and Volunteers

1. Purpose

The Britannia Youth Organisation (BYO) is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All young people in our community have a right to participate in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

2. Principles

- Everyone has a right to enter The Britannia Youth Organisation's premises and activities free from intimidation and fear
- The needs of young people experiencing bullying are paramount
- The Britannia Youth Organisation will not tolerate bullying behaviour
- Young people experiencing bullying will be listened to and supported
- Reported incidents will be taken seriously and thoroughly investigated
- We are committed to creating a safe and fun space for everyone

3. What is bullying?

Bullying is unwanted behaviour that makes someone feel upset, uncomfortable, scared or threatened. It is usually repetitive or has the potential to be repetitive, and involves an imbalance of power where someone feels unable to defend themselves. Bullying can happen face-to-face or online through social media, texts, or other digital platforms.

The impact on the person experiencing bullying is what matters most - if someone feels bullied, then it should be taken seriously regardless of the intention behind the behaviour.

4. Forms of bullying

Bullying can take many forms, including:

- **Physical bullying:** hitting, pushing, spitting, or interfering with someone's property by stealing, hiding or damaging it
- **Verbal bullying:** using offensive names, teasing, spreading rumours, or belittling someone's abilities and achievements
- **Social/emotional bullying:** excluding someone from group activities, ridiculing their appearance, way of speaking or personal characteristics
- **Written bullying:** offensive notes, graffiti, or messages about someone
- **Cyberbullying:** technology-assisted bullying through social media, texts, emails, or other digital means to hurt or humiliate someone

5. Prevention Strategies

BYO actively works to prevent bullying by:

- Creating clear ground rules for all activities, developed with young people
- Promoting positive relationships and respect for differences
- Providing regular training for staff and volunteers on recognizing and addressing bullying
- Encouraging open communication where young people feel safe to speak up
- Celebrating diversity and inclusion in all our activities
- Addressing low-level concerning behaviour before it escalates

6. Reporting Procedures

If you witness or experience bullying:

1. **Immediate safety** - ensure everyone is safe
2. **Report promptly** - tell a member of staff or volunteer immediately
3. **Don't ignore it** - even if you're unsure whether it's bullying, report your concerns

How to report:

- Speak directly to any BYO staff member or volunteer
- Contact our **Designated Safeguarding Lead:** Joshua Hall (07925 328 728)
- Parents/guardians can contact us directly

7. Response Procedures

When bullying is reported, BYO will:

Within 2 hours:

- Ensure immediate safety of all involved
- Begin initial assessment of the situation
- Inform the Designated Safeguarding Lead

Within 24 hours:

- Conduct thorough investigation, speaking to all parties involved
- Contact parents/guardians of all young people involved
- Document the incident and actions taken
- Implement immediate support measures

Ongoing:

- Monitor the situation closely
- Provide continued support to those affected
- Review and adjust safety measures as needed
- Follow up regularly with all parties

8. Consequences and Support

For those who have bullied others:

- Clear explanation of why the behaviour is unacceptable
- Appropriate consequences proportionate to the behaviour
- Support to understand the impact of their actions
- Opportunities to make amends where appropriate
- Continued engagement in BYO activities with additional support

For those who have experienced bullying:

- Immediate support and reassurance
- Development of safety plans
- Regular check-ins and monitoring
- Access to additional support services if needed
- Continued full participation in BYO activities

9. Staff and Volunteer Responsibilities

Our staff and volunteers will:

- **Model positive behaviour** and respectful relationships
- **Be alert to signs of bullying** and respond promptly
- **Take all reports seriously**, even if they seem minor
- **Follow reporting procedures** without delay
- **Support all young people** involved appropriately
- **Maintain confidentiality** while ensuring safety
- **Participate in anti-bullying training** and updates
- **Work with parents/guardians** constructively

10. Young People's Responsibilities

We expect all young people using BYO services to:

- Treat others with kindness and respect
- Think about how your words and actions affect others
- Not take part in any bullying behaviour
- Report bullying when you see it or experience it
- Support others by not joining in with bullying behaviour
- Help create ground rules for activities
- Be part of the solution, not the problem

11. Parent/Guardian Responsibilities

We ask parents and guardians to:

- Contact us with any concerns - early intervention is key
- Support your child to report bullying to BYO staff
- Work with us if your child is accused of bullying
- Keep records of any incidents
- Reinforce anti-bullying messages at home
- Be patient while we investigate and address issues properly

12. Record Keeping

BYO will maintain confidential records of:

- All reported incidents and investigations
- Actions taken and outcomes
- Follow-up activities and monitoring
- Any patterns or trends identified

Records are kept securely and in line with our **Data Protection Policy**.

13. Useful Resources

For additional support with bullying:

NSPCC Bullying and Cyberbullying: <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>

National Bullying Helpline: <https://www.nationalbullyinghelpline.co.uk/contact.html>

Childline: 0800 1111

Anti-Bullying Alliance: <https://anti-bullyingalliance.org.uk/>

14. Contact Information

Designated Safeguarding Lead: Joshua William Hall, 07925 328 728

Deputy Designated Safeguarding Lead/Governor: Hassan Kingsley, 07597 874 222



Document Control:

- This policy forms part of BYO's values-based approach to youth work
- All staff and volunteers receive training on anti-bullying and safeguarding
- Regular monitoring ensures policy effectiveness and continuous improvement

Reviewed by:

Hassan Kingsley

Date: 29/06/2026

Next Review Date: 01/07/2027

This policy forms part of BYO's commitment to safeguarding and should be read alongside our complete Safeguarding Framework.

*Britannia Youth Organisation CIC is a Community Interest Company registered in England and Wales.
Company No. 12515346 | Registered Address: 36 St Joseph's Rd, Ward End, Birmingham, B8 2JU*