



All Stars Clubs CIC

Anti-Bullying Policy - March 2026 - 2027

Policy Updated On: 1st March 2026

By: Janine Keppy



ALL STARS CLUBS CIC

All Stars Youth Club works with children and families as part of its activities. We aim to empower our members, assisting them to develop skills and relationships that will improve their quality of life presently and in the future. Our sessions are structured to cater to the varied needs of our members in a group environment, to instil a sense of community and diminish the risk of social isolation.

Via collaboration with families, professionals and the wider community, we endeavour to establish a place where each individual feels appreciated, respected and part of something greater. By heightening community awareness and dismantling barriers, we aspire to foster greater comprehension and acceptance of individuals with learning difficulties.

The purpose of this policy statement is to outline the key principles and guidelines.

- To prevent bullying from occurring amongst children and young people who are members of our organisation or participate in our activities.
- To ensure bullying is halted promptly if it does transpire, and that those affected receive the necessary support.
- to provide information to all staff, volunteers, children and their families regarding what we should all do to prevent and address bullying.

All Stars Youth Club is committed to providing a caring, supportive and friendly environment where young people learn to value and respect each other and are challenged to reach their full potential through active participation.

All Stars Youth Club:

- Respects every child's need for, and rights to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- Respects every individual's feelings and views.
- Recognises that everyone is important and that our differences make each of us special.
- Shows appreciation of others by acknowledging individual qualities, contributions and progress.

This policy statement applies to anyone working on behalf of All Stars Youth Club, including team leaders, volunteers and committee members.

What constitutes bullying? Bullying includes a range of abusive behaviour that is

- repeated
- Designed to inflict harm upon another, either physically or emotionally.

Bullying can include:

- Physical pushing, kicking, hitting, pinching or any other unwanted physical contact.
- Name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring or exclusion of individuals.
- Racial, sectarian or homophobic taunts, comments, graffiti and gestures.
- Sexual comments and or suggestions.
- Threatening or unpleasant emails, text messages or posts on social networking sites.

.Legal Framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. NSPCC Learning provides summaries of the key legislation and guidance on:

- Bullying and cyberbullying
- online abuse
- child protection in each nation of the UK. We believe that:
- children and young people must never endure abuse of any kind.

We believe that children and young people should never experience abuse of any kind and we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them. Bullying will not be accepted or condoned. All forms of bullying will be addressed.

We recognise that:

- Bullying causes real distress and affects a person's health and development.
- In certain cases, bullying can inflict considerable harm.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- everyone has a role to play in preventing all forms of bullying (including online) and halting bullying. We shall endeavour to prevent bullying by:
- Developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- Holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it.
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- Implementing clear and robust anti-bullying procedures. Our regular discussions with staff, volunteers, children, young people and families will concentrate on:
- Group members' responsibilities to look after one another and uphold the behaviour code • practising skills such as listening to each other.
- Respecting the fact that we are all different
- Ensuring no one is bereft of companions.
- Addressing difficulties in a constructive manner.
- Verifying the efficacy of our anti-bullying initiatives.

Responding to Bullying:

We shall ensure our response to incidents of bullying takes all factors into account.

- The requirements of the individual being bullied.
- The needs of the individual exhibiting bullying conduct.
- Needs of any bystanders
- Our organisation as a whole. We shall review the plan developed to address any incidents of bullying at regular intervals, in order to ensure the problem has been resolved in the long term.

Responsibility:

Everybody has the responsibility to implement this policy and to work together to stop bullying - young people, parents and youth workers.

Diversity and Inclusion:

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We shall be proactive regarding:

- Seeking opportunities to learn about and celebrate difference.
- Augmenting diversity amongst our staff, volunteers, children and young people.
- Welcoming new members to our organisation.

In the event of an incident:

Anyone who reports an incident of bullying will be listened to carefully and told what will be done with the information.

Young people will be told what is being recorded, in what context and why.
Young people being bullied will be supported and assistance given to uphold their right to a safe youth club environment which allows their healthy development.
Those who bully will be supported and encouraged to stop bullying.

Procedures

Any reported incidents or suspicions of bullying should be reported to the Manager of All Stars Youth Club. The Manager shall investigate the complaint objectively and shall listen carefully to all those involved. Where possible, the parties will be brought together to see if the issue can be resolved with a (genuine) apology.
Parents of those involved will be informed and asked to meet to discuss the situation.
If the issue is not resolved the youth club manager will convene a small panel (Board member, Chairman, senior youth worker) to meet with the parties both together and separately to try and resolve the issue.
If a satisfactory solution cannot be reached, the small panel shall decide on the course of action to be undertaken.

Contact Details

Senior lead for safeguarding and child protection (for example safeguarding and child protection trustee) Name: Emily Khan

Phone/email: emxluxton@gmail.com

NSPCC Helpline 0808 800 5000 We are committed to reviewing our policy and practice at least once a year.

Validation

Signed

Date

We are committed to reviewing our policy and good practice on an annual basis. This document's next review is due 1st March 2026.