



Steel Valley Beacon Arts

Company No: 12845448
Charity No: 1192514



Anti-Bullying Policy

The **Mission** of Steel Valley Beacon Arts is to offer the opportunity to anyone in our area to develop their performing arts skills in a safe inclusive environment in order to create quality theatre productions for our community.

The **Vision** of Steel Valley Beacon Arts is to be an excellent example of community theatre; working together, building individual and group confidence and self-esteem to provide quality entertainment in the community.

The purpose and scope of this policy statement

The purpose of this policy statement is:

- to protect everyone who participates in Steel Valley Beacon Arts' services from bullying. This includes the children of adults who use our services
- to provide staff and volunteers, as well as members and their families, with the overarching principles that guide our approach to bullying.

The policy applies to anyone working on behalf of Steel Valley Beacon Arts, including the Board of Trustees, paid staff, volunteers, sessional workers and students, as well as those using our services.

We believe that

- everyone using our services has a right to attend a safe and caring environment, free from intimidation and fear.

We recognise that

- the welfare of everyone is paramount in all the work we do and in all the decisions we take everyone, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation have an equal right to protection from all types of harm or abuse

We will seek to keep everyone safe by:

- valuing, listening and respecting them
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made

- recording, storing and using information professionally and securely, in line with data protection legislation and guidance
- sharing information about anti-bullying and good practice with all members
- making sure that everyone knows where to go for help if they have a concern
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for members, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff, volunteers, members and their families, treat each other with respect and are comfortable sharing concerns.

Contact details

Nominated child protection lead

Name: **Ann Hall**

Phone/email: 0114 288 5858 / annahall1956@gmail.com

Deputy child protection lead(s)

Name:

Phone/email:

Trustee for safeguarding and child protection

Name: **Laura Twomey**

Phone/email: 0790 863 4675 / laura.twomey@btinternet.com

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on 1st August 2020.

Signed: *Laura Twomey*

Date: 1st August 2020