



Steel Valley Beacon Arts

Company No: 12845448

Charity No: 1192514



Procedure: Dealing with incidences of Bullying

Purpose

The purpose and aim of this procedure is set out clearly the steps to be taken to deal with an incidence of bullying.

Why is this procedure important?

Steel Valley Beacon Arts seeks to provide an environment which promotes in all members a sense of self-discipline and an acceptance of responsibility for their own actions.

We are committed to encouraging all members to take responsibility for the prevention of bullying. It is important that when a member approaches a member of staff or volunteer working on behalf of Steel Valley Beacon Arts for help, it will be given (although not always by the that member of staff / volunteer).

Bullying

Steel Valley Beacon Art's see bullying as:

1. Adults – a situation where one person is victimised to the extent of being caused prolonged distress by a person or persons who use unprovoked aggression (verbal or physical) in order to express power and gain satisfaction
2. Children – a situation where a child is picked on repeatedly, verbally or physically, by one or more children, or by adults, who try to gain power and satisfaction through hurting others and making them unhappy.

There is a fine line dividing “teasing” from “bullying” and we will work together to ensure that all members of our community are aware of the point at which teasing becomes bullying. Unacceptable behaviours include:

- unwanted physical contact
- interference with another person's belongings, including borrowing without permission and / or hiding them
- verbal bullying, including unpleasant references to another person's family member or family situation
- bullying via social media including unpleasant references to another person's family member or family situation, or the posting of photographs or images
- deliberately attempting to “wind up” someone known to lose their temper
- excluding or rejecting a person because of a difference such as gender, race, accent or culture

What Steel Valley Beacon Arts will do in the event of an incidence of Bullying:

Following the reporting of an incidence of Bullying, the Designated Safeguarding Lead or another member of the Safeguarding team will:

- investigate and assess the incident
- review the incident with the adults or parents, if children or young people are involved
- if the behaviour continues, a plan will be agreed by the parties involved in the incident
- exclusion will be considered if a member continues to exhibit unacceptable behaviour

This procedure has been designed to be as supportive as possible, seeking to help both the victim and the bully. Support will be offered to both parties at all stages to help develop socially acceptable behaviour.

Contact details

Nominated child protection lead

Name: **Ann Hall**

Phone/email: 0114 288 5858 / annhall1956@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 procedures and good practice annually.

This procedure was last reviewed on 1st August 2020

Signed: *Laura Twomey*

Date: 1st August 2020