

Amplified Arts Academy Anti-Bullying Policy

Date: 27th May 2023

Last updated: 13th June 2023

Purpose and scope of this policy statement

Amplified Arts Academy works with children and families as part of its activities. These include: creative and performing-arts based classes, holiday camps, and afterschool clubs

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy applies to anyone working on behalf of Hillsong Church as part of Amplified Arts Academy including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Separate documents set out:

- [our code of behaviour for adults](#) working with children and young people
- [our behaviour code for children](#) and young people

What is bullying?

Bullying includes a range of abusive behaviour that is

- is repeated or has the potential to be repeated
- intended to hurt someone either physically or emotionally

Find out more about bullying and cyberbullying

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:

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- children and young people should never experience abuse of any kind
- 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.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant 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 putting a stop to bullying.

We seek 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
- putting clear and robust anti-bullying procedures in place.

Our discussions with staff, volunteers, children, young people and families will focus on:

- group members' responsibilities to look after one another and uphold the behaviour code
- practising skills such as listening to each other
- respecting that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well

Responding to bullying

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

More information about responding effectively to bullying is available:

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- **protecting children from bullying and cyberbullying**
- **recognising and responding to abuse.**

Diversity and Inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation.

Find out more about:

- **safeguarding children who come from Black, Asian and minoritised ethnic communities**
- **safeguarding d/Deaf and disabled children and young people**
- **safeguarding LGBTQ+ children and young people**
- **safeguarding children with special educational needs and disabilities (SEND).**

Related Policies and Procedures

This policy statement should be read alongside our organisational policies and procedures including:

- **safeguarding and child protection policy and procedures**
- **managing allegations made against a child or young person**
- **managing allegations of abuse made against staff and volunteers**
- **code of conduct for staff and volunteers**
- **equality, diversity and inclusion policies.**

Contact Details

Nominated anti-bullying lead

Name: Julia Davies

Email: julia.davies@amplifiedartsacademy.com

Senior lead for safeguarding and child protection (for example safeguarding and child protection trustee)

Name: Katie Newton

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Email: katie.newton@hillsong.co.uk

NSPCC Helpline

0808 800 5000

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