



Anti-Bullying Policy

Walsgrave Baptist Church (WBC) has an ethos motivated by the life and example of Jesus Christ, which compels us to love and serve others through relationship. Incidences of bullying contradict this ethos and will not be tolerated. WBC will investigate any reports of bullying and will seek ways to counter the effects of any bullying that may occur. WBC aims to have a safe and loving environment and takes its relationships with its members, friends and community very seriously.

1. Definition

Bullying: any unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group often causing feelings of inadequacy, physical hurt, or stress. Bullying is an abuse of power and can take many forms, including physical, emotional, racial or sexual bullying, verbal abuse, or cyber bullying, where the internet or mobile phones are used for the purpose of humiliation, threats or taunts.

2. Responsibility

It is the responsibility of all parents, members of staff, leaders and other responsible adults to look out for signs of bullying and to report any suspicious or overtly negative behaviour.

Reports should be made to relevant group leaders, WBC's designated safeguarding persons, or WBC's designated safeguarding Trustee. Details for these individuals can be found on various noticeboards throughout the church building.

3. Implementation

Once a report of bullying, or suspected bullying has been received, the relevant person will investigate the matter in a sensitive and careful manner.

The individual or group suspected of bullying will be invited to discuss the incident(s) in question, as will the individual or group thought to be under threat. If the incident can be resolved through discussion and an apology, this resolution will be sought. If further action needs to be taken, the investigator will write a report of the incident and what is discussed at the aforementioned meetings. This report will be filed in a secure manner in the church office.

If the individual(s) suspected of bullying, or the individual(s) thought to be under threat are under 18, or are considered to be an adult at risk, their parent, guardian or carer will be invited to join that individual to discuss the incident(s) in question with the investigator.

If further action is required, this may include a supervised meeting for the purposes of reconciliation, disciplinary action, such as temporary or permanent ban from the group the individual(s) instigating the bullying attend, or in more serious cases, outside counselling, social services or police support may be sought.

Cyber bullying can be more difficult to detect, particularly if the individual under attack does not report this. WBC's Media and Electronic Communication Policy outlines some of the measures taken to ensure mobile phones and the internet are not misused. It is important to keep all

messages received of a threatening, humiliating or unsavoury nature in order to help record, report and resolve the incident(s) in question.

4. Prevention

WBC leaders, staff members and volunteers have the responsibility to promote positive behaviour and relationships within the groups they lead, oversee, or interact with. They have the responsibility to report any suspected cases of bullying as soon as possible to the relevant individuals.

Those responsible for investigating incidents of suspected bullying have the responsibility to do so in a thorough and timely manner in order to prevent matters from escalating, or incidents recurring.