



New Generation Church: Anti-Bullying Policy

This Anti-Bullying policy was updated: September 2024

Review date: September 2025

New Generation Church has a responsibility to protect and safeguard the welfare of children and young people they come into contact with. The need for guidelines and procedures is important to ensure that this is done with understanding and clarity. The Leadership & Trustees of New Generation Church fully endorse and support the safeguarding policies for children, and adults at risk, that are implemented across all activities of the church and associated activities.

The definition of a child for this policy is anyone who has not yet reached their 18th birthday. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change his/her status or entitlements to services or protection.

Our commitment

As a Leadership we recognise the need to provide a safe and caring environment for children, young people and vulnerable adults. We acknowledge that children, young people and vulnerable adults can be the victims of physical, sexual and emotional abuse, and neglect. We accept the UN Universal Declaration of Human Rights and the International Covenant of Human Rights, which states that everyone is entitled to "all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status".

We also concur with the Convention on the Rights of the Child which states that children should be able to develop their full potential, free from hunger and want, neglect and abuse. They have a right to be protected from "all forms of physical or mental violence, injury or abuse, neglect or negligent treatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s), or any other person who has care of the child." As a Leadership we have therefore adopted the procedures set out in this safeguarding policy in accordance with statutory guidance. We are committed to build constructive links with statutory and voluntary agencies involved in safeguarding.

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At New Generation Church, our vision is to 'love God, believe in Jesus and care about people and we are excited about serving our local community.

Generosity, fun, friendship and family are things we love!

Introduction

At New Generation Church, we are aware that children and adults, particularly vulnerable adults, may be bullied in any setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the **Equality Act 2010**, it is essential that our church:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act; Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- and Foster good relations between people who share a protected characteristic and people who do not share it.

At New Generation Church, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the **Children Act 1989**, a bullying incident should be addressed as a safeguarding or child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, staff or volunteers should report their concerns to the safeguarding team. This policy is closely linked with our Safeguarding Children Policy, our Safeguarding Children Policy, our Code of Conduct Documents and the Church Vision, Aims and Values.

2. Aims

We are determined to promote and develop a Church culture where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for everyone.

We aim for each person to be a part of the Church community in a safe and secure environment.

3. Principles

It is the responsibility of the Leadership team and the Trustees to ensure that all members of the Church community are within a safe and enabling environment.

We have four guiding principles that underpin our Anti-Bullying Policy:

- Every person is unique, who is constantly learning;
- Our community is always learning to empower through the belief that each person can be strong and independent through positive relationships;
- People flourish in enabling environments, in which their experiences support their faith journeys;
- Everyone is welcome here! We all grow in different ways and at different rates including children and vulnerable adults with special educational needs and disabilities.

4. Bullying Definition

At New Generation Church, our vision is to 'love God, believe in Jesus and care about people and we are excited about serving our local community. Generosity, fun, friendship and family are things we love!'

In order to live out our vision in it's entirety, we need to have an agreement over bullying, which runs contrary to our vision:

We agree that:

- Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally;
- Bullying usually happens when the relationship is imbalanced;
- Bullying could be prejudice-based or discriminatory

5. Types of Bullying

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

Racist Bullying

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless

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or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

Homophobic Bullying

This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transsexual people.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Children having caring responsibilities
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transsexual
- Those suffering from health problems, including mental health

6. Signs of Bullying

Staff and volunteers, especially those in childrens and youth work, should be vigilant in looking out for signs of bullying or other child protection issues including:

Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, loss of appetite, stomach aches, headaches, bedwetting.

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Emotional: losing interest in activities they were previously excited by, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: asking not to leave church repeatedly, taking longer to pack away or leave leaders, asking for money, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

7. Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our church to a minimum.

Through our vision, values and ethos, we are driven to live, and encourage others to live a life like Jesus that challenges injustice and seeks for justice in all situations.

All volunteers and staff sign out code of conduct which applies universally, and is at the end of both our Safeguarding Children and Safeguarding Adults policies.

Each year, we celebrate Safeguarding Sunday as a church and ensure that a culture of safety, community and personal growth is central to our mission. All of our staff and volunteers sign a code of conduct, attend annual safeguarding training and our safeguarding team are known to all in Church. We also educate others on safeguarding through our 'Safeguarding Spotlight' in our weekly communications.

8. Responding to Bullying

All cases of alleged bullying should be reported to the team leader who will liaise with the Safeguarding Team and the Leadership team.

The adults responsible should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and child witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the team should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The consequences of their actions on the victim(s) should fully explained to the perpetrator(s). Both parties should be clear that a repeat of these behaviours will not be acceptable. All bullying incidents must be recorded, via a safeguarding form. Parents of both parties should be informed.

If the situation does not improve, the team leader and/ or safeguarding team should meet with parents and agree clear expectations and boundaries which would be shared with the children involved.

Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Appendix one: Safeguarding Team

DSL: Daniel Rouse

DDSL: Paula Weston

DDSL: Simon Dubbey

Appendix two: Safeguarding Concern Form

New Gen Church Cause for Concern Form: Safeguarding Disclosure

NB: The sending of a form does not remove your obligation of safeguarding a child. Please assess risk and take action to escalate as needed.

YOU MUST ALSO TELL A DSL IN PERSON OR OVER THE PHONE IF YOU HAVE SENT A SAFEGUARDING FORM.

BEXLEY CHILDRENS SOCIAL CARE DUTY TEAM: Telephone: Daytime hours (Monday to Friday 9am to 5pm) 020 3045 5440.

Out of hours (5pm to 9am Monday to Friday and 24 hour cover at weekends) 020 8303 7777 or 020 8303 7171.

Name :			
DOB :			
Address:			
Male/Female :	Ethnic Origin :	Disability Y/N :	
Date and time of <u>concern</u> :			
Your account of the concern: (what was said, observed, reported and by whom)			

Additional information: (context of concern/disclosure)	
Your response: (what did you do/say following the concern)	
Your name:	Your signature:
Your role:	Date and time of this <u>recording</u>:

<p><u>FOR DSL USE ONLY</u></p> <p>Are there identifying risks related to;</p> <p style="text-align: center;">CSE PREVENT FGM</p> <p>“honour” based violence</p> <p>(Please circle)</p> <p>Remember to consider specific recording procedures for these risks.</p>	<p>Is there a history of safeguarding concerns (NB: check electronic and hard copy files)</p> <p style="text-align: center;">YES NO</p>
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DESIGNATED SAFEGUARDING RECORD OF ACTION / CONTACTS/CHRONOLOGY OF INCIDENT

NAME:		
DATE	DETAILS	SIGNATURE

Appendix 3: Allegations against key employees and volunteers

For these purposes: An 'investigation' means many things depending on the content of the disclosure - Trustees and/or the Oversight Team of New Generation Church may need to gather accounts from all involved, and may result in no further action, the involvement of external agencies for resolution, or external agencies to support with the planning and next steps of the process

At all times, confidentiality, appropriate information sharing and a duty of care to all individuals must be guiding practices.

Appendix 3a: Disclosure against Designated Safeguarding Lead

1. The disclosure should be reported to the Chair of Trustees
2. The disclosure should follow usual reporting procedures (including contacting the LADO if appropriate)
3. The Chair of Trustees should suspend the DSL from duties relating to Safeguarding
4. The Chair of Trustees should inform the Church Leader
5. The Chair of Trustees and Church Leader should appoint a relevant interim Designated Safeguarding Lead
6. The Chair of Trustees should oversee, or appoint an appropriate person to oversee, an investigation into the disclosure. This includes gathering accounts from all involved.
7. Seek external support with the investigation, bearing in mind a duty of care for all involved.
8. Upon resolution of an investigation, there are many options
 1. NFA (No further action) and reinstatement
 2. Discussion with Trustees or Leaders about appropriate conduct and the provision of the code of conduct
 - c. Involvement and engagement with outside agencies who will suggest or direct a resolution

Appendix 3b: Disclosure against the Church Leader

1. The disclosure should be reported to the Designated Safeguarding Lead
2. The disclosure should follow usual reporting procedures (including contacting the LADO if appropriate)
3. The DSL should inform the Chair of Trustees
4. The Chair of Trustees should consider safeguarding arrangements relating to the Church Leader for this period: suspension from employment (paid), the use of a risk assessment, the inclusion of a chaperone. This will depend on the severity and content of the disclosure.
5. The Chair of Trustees and Oversight Team should appoint a relevant interim Church Leader, if required.
6. The Chair of Trustees should oversee, or appoint an appropriate person to oversee (such as the DSL), an investigation into the disclosure.
7. Seek external support with the investigation, bearing in mind a duty of care for all involved.
8. Upon resolution of an investigation, there are many options
 1. NFA (No further action) and reinstatement
 2. Discussion with Trustees or Leaders about appropriate conduct and the provision of the code of conduct
 3. Involvement and engagement with outside agencies who will suggest or direct a resolution

Appendix 3c: Disclosure against the Chair of Trustees

1. The disclosure should be reported to the Designated Safeguarding Lead
2. The disclosure should follow usual reporting procedures (including contacting the LADO if appropriate)
3. The DSL should inform the Church Leader
4. The Chair of Trustees should consider safeguarding arrangements relating to the Church Leader for this period: suspension from employment (paid), the use of a risk assessment, the inclusion of a chaperone. This will depend on the severity and content of the disclosure.

5. The Church Leader and Oversight Team should approach the Trust Board to appoint a relevant interim Chair of Trustees - this would routinely, but not necessarily, be the Vice-Chair.
6. The Designated Safeguarding Lead should oversee, or appoint an appropriate person to oversee, an investigation into the disclosure.
7. Seek external support with the investigation, bearing in mind a duty of care for all involved.
8. Upon resolution of an investigation, there are many options
 1. NFA (No further action) and reinstatement
 2. Discussion with Trustees or Leaders about appropriate conduct and the provision of the code of conduct
 - c. Involvement and engagement with outside agencies who will suggest or direct a resolution

Please note, for the 2024 policy:

Church Leader refers to Paul Weston

Chair of Trustees refers to Brian Marriott

Designated Safeguarding Lead refers to Daniel Rouse