

## Anti Bullying Policy

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EXECUTIVE  
STATEMENT

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The issue of child bullying is a complex problem that has an impact on all areas of society, including participation in recreation activities.

Protecting children from Bullying is a responsibility that we must all undertake. Through the implementation of strategies that assist in preventing bullying from occurring, Southern Highlands Youth Arts Council Inc. (SHYAC) has taken a proactive role in relation to child protection and intervention. These strategies will help to foster a safe and positive environment for children and young people to participate in artistic and physical activities.

In addition, development of Child Protection and Intervention Policy and Guidelines provides the Organisation with an excellent risk management tool for developing prevention strategies and for the effective management of bullying issues.

Information contained in this document will create a framework and provide direction for officials, volunteers, members and parents of children and young people involved in SHYAC, and affiliated organisations. It will help deliver a consistent approach to Bullying prevention for SHYAC.

Allen Cupitt

11<sup>th</sup> May 2009

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President of SHYAC

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Date

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POLICY  
STATEMENT

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The focus of the policy and guidelines is to protect all young people in SHYAC from bullying and foster a culture where bullying is unacceptable.

SHYAC is committed to ensuring that the safety, welfare and wellbeing of children are maintained at all times during their participation in activities run by SHYAC.

SHYAC aims to promote a safe environment for all children and to assist all officials, members and volunteers to recognise bullying and follow the appropriate notification procedures when reporting alleged bullying.

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DEFINITION

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Bullying is repeated repression, physical, verbal or psychological, of a less powerful individual by a more powerful individual or group

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RATIONALE

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This policy and guidelines promote the care and protection of children participating in all aspects of the Arts programs and events run or supported by SHYAC and to provide information and direction for, official, volunteers and members of the Organisation.

This policy and guidelines will assist SHYAC in establishing coordinated strategies for dealing with the problem of bullying in a responsible, effective and consistent manner.

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SCOPE OF  
POLICY

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The Anti Bullying Policy of SHYAC is applicable to all management and staff (paid, voluntary, permanent or casual) of SHYAC, its affiliates and contractors.

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IMPLEMENTATION

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In order to implement the Anti Bullying Policy SHYAC will undertake to:

1. Implement and maintain a whole of SHYAC approach to address the problem of bullying
2. Increase self esteem and to build self-efficacy
3. Empower all people in SHYAC to be proactive in problem solving associated with bullying
4. Promote a safe and supportive environment for all children and young people participating in activities which come under the umbrella of SHYAC
5. Increase awareness and emphasise the importance of child protection issues in our environment to all those involved with the activities of SHYAC. This includes administrators, officials, supporters, parents and their children

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EXPECTATIONS

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Administrators, officials, members and volunteers often have a high level of contact with children in the Arts environment and play a major part in the successful operation of Arts activities.

Officials are often seen as role models. They have significant influence on the children they come into contact with and therefore have significant responsibilities. SHYAC expects that all administrators and officials whether paid or unpaid, who participate in organised activities under the banner of this Organisation will commit to implementing risk management strategies developed by SHYAC to protect children and young people from bullying.

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OUTCOMES

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1. Identify the needs of our People and develop strategies to meet these specific needs
2. To have strategies to deal with bullying, whether a victim or witness, and these will be proactive
3. All bullies to have strategies to curb bullying tendencies including suspension and expulsion
4. Children and Young People to accept and value difference as a fact of life
5. Maintain a peer mediation scheme which assists Children and Young People to resolve minor conflicts and to heighten Children and Young People' awareness of this process through from Supervisors
6. Supervisors to recognise that all incidents of bullying are unacceptable and to be proactive in addressing this issue

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POLICY  
REVIEW

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SHYAC Anti Bullying Policy and Guidelines will be reviewed annually and updated in line with any legislative changes that have significant impact on the manner in which bullying issues are to be dealt with.

Signed Allen Cupitt Date 11<sup>th</sup> May 2009  
President of SHYAC

Anti Bullying Policy in Action

YOUTH PROGRAM

1. All Children and Young People will be made aware that bullying is unacceptable behaviour and that there are procedures in place for dealing with this problem
2. All Children and Young People will adhere to rules about bullying
3. The SHYAC Youth Committee members will participate actively in identifying and reducing the incidents of bullying and setting a role model
4. All new Young People joining SHYAC participate in Peer Support, aimed at building friendships, challenging stereotypes and encouraging assertive behaviour

PROCEDURES FOR CHILDREN AND YOUNG PEOPLE:

1. Believe that any form of bullying is not acceptable
2. Victims and witnesses are to report the incident of bullying to your supervisor, a member of the Youth Committee or the SHYAC Child Protection Officer

SUPERVISORS PROGRAM

1. Supervisors should be active in identifying and eliminating bullying behaviour while on supervision.
2. Supervisors should report suspected victims of bullies to the SHYAC Child Protection Officer for early intervention and monitoring.
3. Supervisors should support and participate, where possible, in welfare programs designed to assist the elimination of bullying
4. Supervisors should research and become aware of different strategies for combating bullying

PROCEDURES FOR SUPERVISORS DEALING WITH BULLYING INCIDENTS

1. Supervisors respond to all incidents of bullying
2. All incidents to be reported to the SHYAC Child Protection Officer including perpetrators and victims names
3. All physical forms of bullying will result in immediate investigation by the SHYAC Child Protection Officer
4. If a pattern of bullying emerges the SHYAC Child Protection Officer will advise the Committee for determination

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PROCEDURES  
FOR  
PARENTS:

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If you suspect your child is a victim of bullying please:

1. Contact the SHYAC Child Protection Officer and they will address your concerns
2. The SHYAC Child Protection Officer will liaise with parents on a regular basis until your child feels safe.

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CHILD  
PROTECTION  
OFFICER

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The SHYAC Child Protection Officer is named in the Child Protection & Intervention Policy.