



ANTI-BULLYING POLICY

Status of Policy/Procedure:	Revised Document
Reviewer:	Director & Board of Trustees
Review Cycle:	Yearly
Date of last review:	22 January 2024
Date of next review:	22 January 2025

Contents

About Second Wave.....	3
The purpose and scope of this policy statement	3
What is bullying?.....	3
Legal framework	3
We believe that.....	3
We recognise that	4
We will seek to prevent bullying by	4
Responding to bullying.....	4
Diversity and inclusion	5
Related policies and procedures.....	5
Contact details.....	5



About Second Wave

Second Wave empowers young people's creativity and activism through engaging young people as performers, writers, lyricists and technicians - developing new productions and youth-led creative outreach projects in the community. We run regular workshops for young people aged 11-25 years old from our dedicated studio space in Deptford. We also organise representation at public buildings such as civic suites, MP surgeries, local authority meetings and parliamentary offices. Our staff team often accompany young people to other venues such as youth centres, youth clubs, theatres, cinemas and museums.

The purpose and scope of this policy statement

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 statement applies to anyone working on behalf of [name of group/organisation], including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

This policy statement is reviewed annually.

What is bullying?

Bullying includes a range of abusive behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally.

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 England.](#)

We believe that

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

second wave

- 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 will 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 regular 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 the fact 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.

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.

Related policies and procedures

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

- [Safeguarding policy](#)
- [Equality, Diversity and Inclusion policy](#)
- [Health and Safety Policy](#)
- [Code of conduct for staff and volunteers](#)
- [Social media community guidelines](#)

Contact details

Nominated anti-bullying lead

Name: Ann Considine

Role: Director

Phone: 07944 168779

Email: ann@secondwave.org.uk

Senior lead for safeguarding and child protection

Name: Cheryl Brown

Role: Chair of trustees

Email: cheryl@secondwave.org.uk