# Hamilton South Baptist Church

# Bullying-Free Policy

## Purpose

* To ensure that our church takes all reasonable steps to develop high standards in providing an environment free from bullying behaviours.
* To ensure that all participants of our church understand what bullying is and know what to do when bullying does occur.
* To foster and develop a safe and positive physical and emotional environment that creates a climate of trust. The entire church is responsible.
* To ensure that the laws of the land are met as applicable.

### Definition

Bullying is defined as:

* A deliberate action involving a power imbalance, having an element of repetition, and harmful.

Bullying behaviour is not an individual action. It involves up to three parties:

* Initiators (those doing the bullying)
* Targets (those being bullied)
* And often bystanders (those who witness the bullying)

Bullying behaviours can be physical, verbal, or social, and can take place in the physical world or digitally.

**Roles**

* The Senior Pastor is ordinarily responsible for addressing allegations of bullying.
* The Elders have ultimate responsibility for ensuring that bullying behaviour is stopped.
* Appropriate support for targets, bystanders and initiators of bullying behaviour will be provided by a member of the Pastoral Staff, the Elders, or an appropriate designated person, in addressing and reviewing behaviour.

**Process**

* When possible, bullying behaviour will be addressed at the time of occurrence.
* Allegations of bullying will be brought in accordance with the Complaints Policy.
* We will regularly promote our expectations of our treatment of each other in all situations in accordance with Scriptural values, their expression in the Hamilton South Baptist Church values wheel, and the greatest commandment: to love God and to love others as ourselves.
* We will engage in training opportunities for leadership development at all levels.

**Documents**

* Our bullying-free policy is governed by the following documents:
  + The Bible.
  + The Hamilton South Baptist Church Values Wheel.
  + The Health and Safety at Work Act 2015.

## Review

This policy will be reviewed on an annual basis or at such other times as deemed necessary.

#### 

|  |  |
| --- | --- |
| **Chairperson: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** | **Date Reviewed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_** |