

Young Adelaide Voices

Anti Bullying Policy

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Purpose

1. At Young Adelaide Voices, we want all children to feel and be safe. We have a strong ethos and values based on fellowship and inclusiveness. We do not tolerate any form of bullying, harassment or discrimination – and any reports are investigated seriously.
2. This policy explains what bullying is, how you can report it and the responsibilities of choristers, employees, volunteers, parents and guardians to stop it happening.
3. A copy of this policy is publicly available on the Young Adelaide Voices website at <http://youngadelaidevoices.asn.au>

What is Bullying?

4. **Bullying** is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. It may include harassment or any other form of discriminatory behaviour.
5. Cyber-bullying refers to bullying through information and communication technologies such as the internet and mobile phones.

What is Harassment?

6. Harassment is behaviour that targets an individual or group due to their identify, race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation;

marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment. It may be an ongoing pattern of behaviour or it may be a single act.

What is Discrimination?

7. Discrimination occurs when people are treated less favourably than others because of their race, culture or ethnic origin; religion; physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability. It is often ongoing, commonly involves exclusion or rejection and may be subject to investigation under the Equal Opportunity Act 1984.

What can you do about Bullying?

8. If you feel that you are being bullied or know someone is being bullied, please report it. Do not ignore it. When bullying is ignored, it may get worse.

How do you report Bullying?

9. Report the bullying as soon as you become aware of it to a Choir Tutor, Accompanist, Choir Guardian, the Manager and / or the Artistic Director. Tell them what has happened, where the bullying happened, how often it has happened and what you have done to try to stop it happening.
10. Your parent or guardian can phone Young Adelaide Voices and speak with the Manager and / or the Artistic Director if they are reporting an incident.
11. The Choir Tutors, Accompanists, Choir Guardians and the Manager are obliged to report the matter to the Artistic Director.

Responding to incidents of Bullying

12. The Artistic Director will investigate the issue of concern. The purpose of the investigation will be to establish whether discrimination, harassment or other inappropriate behaviour has occurred. The outcome will be to determine what action should be taken to resolve the matter.
13. There are varying degrees of incidents that might constitute bullying and Young Adelaide Voices will respond accordingly. Sometimes a person who has been accused of bullying may not be fully aware of the impact of their actions on others.
14. Interventions will seek to restore positive relationships and enable choristers to learn appropriate social behaviours. Responses will be age appropriate and may involve communication with parents of both parties. Responses may include mediation and

conciliation; behaviour contracts identifying clear outcomes; and suspension or expulsion of the chorister.

15. All discussions will be treated confidentially to maintain privacy.

Responsibilities of choristers

16. Responsibilities of choristers to support Young Adelaide Voices in maintaining a safe and supportive environment include:
 - 16.1. being respectful towards other choristers, staff, parents and members of the Young Adelaide Voices community;
 - 16.2. reporting bullying immediately and supporting other choristers to report bullying; and
 - 16.3. being effective bystanders, so that bullying and harassment are discouraged through peer influence.

Responsibilities of employees and volunteers

17. Responsibilities of employees and volunteers to support Young Adelaide Voices in maintaining a safe and supportive environment include;
 - 17.1. fostering positive relationships with choristers;
 - 17.2. establishing, maintaining, making explicit and modelling Young Adelaide Voices' expectations related to bullying; and
 - 17.3. responding to reported incidents as soon as possible, maintaining confidentiality and ensuring that follow-up occurs after the report has been resolved.

Responsibilities of parents and guardians

18. Responsibilities of parents and guardians involved to support Young Adelaide Voices in maintaining a safe and supportive environment include:
 - 18.1. providing support for their child to report incidents as soon as possible; and
 - 18.2. communicating in a respectful manner with the Artistic Director and other employees / volunteers regarding their concerns.
