

# Anti- Bullying Policy

**First  
Presbyterian  
Church**  
  
**ARMAGH**

## **This policy is based on The Presbyterian Church in Ireland Anti-Bullying Statement**

### **The purpose and scope of this policy statement**

First Presbyterian Church Armagh works with children and families as part of its day-to-day ministry and mission.

This work appears in many forms, including through Sunday worship and a wide range of additional focused children and youth activities, involving all ages and stages of children and young people.

This statement aims to provide people with the guidance to:

- prevent bullying from happening between children and young people who are a part of our Church or take part in our activities.
- make sure that bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
- provide information to all staff, volunteers, leaders, children and their families about what we should all do to prevent and deal with bullying.

This statement applies to all those connected with our ministries and should be shared with all leaders at all levels of the church, with families, and with children and young people in age-appropriate ways.

First Armagh Presbyterian Church has adopted a Code of Behaviour for children, young people and leaders.

## **What is bullying?**

Bullying is behaviour that is usually repeated, which is carried out intentionally to cause hurt, harm or to adversely affect the right and needs of another or others including undermining their self esteem.

## **Legal frameworks**

This statement has been drawn up based on legislation, policy and guidance that seeks to protect children in Northern Ireland. That is, mainly *Co-operating to Safeguard Children and Young People in Northern Ireland*, Department Of Health and Safeguarding Board of Northern Ireland Policies and Procedures. It is also based on human rights legislation and good practice guidance that underpins all our work.

First Presbyterian Church Armagh believes that:

- children and young people should never experience abuse of any kind.
- bullying is a form of abuse.
- children and young people are precious in God's eyes and adults in their faith community have a responsibility to protect them from all harm.
- bullying causes real distress and affects a child's health and development.
- 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.
- all adults associated with the Presbyterian Church in Ireland have responsibilities to protect children from harm and prevent harm as far as possible; this includes the harm that comes from bullying.

## **Responding to bullying**

Our response to incidents of bullying:

- will be focused on the needs of the person being bullied and ensuring immediate protection from harm when required.
- if no immediate protection is required the next consideration will be the need to prevent any future occurrences of bullying.
- a plan needs to be drawn up to address any incident of bullying and how all parties will engage to resolve and restore the situation.
- a review of this plan should be scheduled in for as long as is necessary.
- considers the needs of the person displaying bullying behaviour, often also a child.
- consider the congregation, and the impact upon families and ministries.
- all incidents will be recorded and managed in a confidential manner .

## **Inclusion**

We recognise that bullying is closely related to how we respect and recognise the value of diversity and include all children and young people in our ministries.

## **Review**

This Policy will be reviewed every two years by the Kirk Session. If there is a legislative change that requires the Policy to be updated or reviewed within that period, First Armagh will ensure that this update or review takes place, in accordance with advice from the Safeguarding Department of the Presbyterian Church in Ireland.

It is the responsibility of the Kirk Session to ensure changes are communicated in a timely and effective manner to the congregation.

*Presented at the Kirk Session on 11<sup>th</sup> June 2026*

*Adopted and minuted by Kirk Session on 11 June 2026*

*Review date June 2028*

Further information is available on the PCI website

<https://presbyterianireland.org/safeguarding/safeguarding-for-northern-ireland/northern-ireland-safeguarding-procedures>

## **Related policies and procedures**

PCI Safeguarding Children (NI) [\*\*Chapter 2: Recognising abuse\*\*](#)

PCI Safeguarding Children (NI) [\*\*Chapter 3: Responding and reporting\*\*](#)

PCI Safeguarding Children (NI) [\*\*Chapter 10: The voice of children and young people\*\*](#)

PCI Safeguarding Children (NI) [\*\*Chapter 11: Online safety\*\*](#)