



## Anti-bullying Policy

The Carver Theatre acknowledges that bullying behaviour is unacceptable and will not be tolerated. We endeavour to ensure that a secure environment is provided for every child and young person who participates in our activities. The Carver Theatre acknowledges that bullying can take place and may need to be addressed amongst any combination of persons regardless of their role.

### Definition

The Anti Bullying Alliance defines bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

Bullying can be:

- Emotional - being deliberately unfriendly, excluding, tormenting (e.g. hiding possessions, using threatening gestures).
- Physical - pushing, hitting, kicking or any use of violence.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Disability related – ridiculing a child because of their disability
- Homophobic - because of, or focusing on the issue of sexuality
- Religious - because of or focusing on the issue of faith
- Verbal - name-calling, sarcasm, spreading rumours, shouting or swearing
- Cyber - all areas of internet, such as e-mail and internet chat room, social media platform misuse mobile phone threats by text messaging and calls misuse of associated technology, i.e. camera and video facilities

### Implementation

It is the responsibility of all members of The Carver Theatre to ensure the implementation of the Anti-Bullying Policy to minimise occurrences of bullying. We are mindful and aware of the need to guard against any unwanted behaviour in workshop sessions and rehearsals and should also encourage participants to report any instances of bullying.

Members and volunteers who are concerned about behaviour should alert the DSL. The seriousness of the situation will be determined and might include a discussion with individuals, or the involvement of parents.

Where bullying has been established, a written record will be made and appropriate action taken.

### Procedures

- Members are mindful and aware of behaviour in the workshop sessions and rehearsals and report any unwanted behaviour to both the Lead Chaperone and the DSL.

- Children are encouraged to report bullying behaviour (both against them and against others).
- Incidents will be recorded.
- In serious cases, parents will be informed and will be invited to meet to discuss the problem.
- In extreme cases, if necessary and appropriate, including in relation to 'cyber- bullying', police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- In serious cases, the bully will be asked to leave.
- If possible, the participants will be reconciled
- After the incident(s) have been investigated and dealt with, each case will be monitored in striving to ensure repeated bullying does not take place

### **Record keeping and Monitoring**

- It is important that a record is kept.
- All incidents should, ideally, be written up within 24 hours.
- The DSL will take responsibility for the safe storage and processing of this information.
- All information gathered should be treated with strict confidentiality.

### **Evaluation**

Records of incidents are kept and used to inform future practice. Evaluation and review will ensure that The Carver Theatre remains responsible to changing needs whilst striving to protect young people from bullying.



## Anti-Bullying Report Sheet

**Date of incident:** \_\_\_\_\_

**Name of person reporting incident:** \_\_\_\_\_

**Time:** \_\_\_\_\_

**Location:** \_\_\_\_\_

**Description of incident (continue on a separate sheet if necessary)**

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**Action taken: (continue on a separate sheet if necessary)**

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**Signature of person making report:**

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**Signature Designated Safeguarding Lead:**

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