



THEATRE FOR LIFE

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## ANTI-BULLYING POLICY

<b>Description:</b>	Sets out the companies approach to bullying and harassment in all its forms.
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This policy and procedure is subject to The Equality Act 2010 which recognises the following categories of individual as protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

## ANTI-BULLYING POLICY 2019

1.1 Bullying is any form of harassment or intimidation that is unwanted or hurtful to the victim. It can take a variety of forms, for example:

- physical aggression
- verbal insults
- physical or verbal harassment
- psychological pressure
- sexual harassment
- cyber bullying including email abuse, mobile phone abuse, including text messaging
- harassment that contravenes our Single Equality Scheme.

1.2 Bullying is defined nationally as “behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. It includes an imbalance of power.” Bullying may involve students, staff, or people from outside Theatre for Life. Every care will be taken to differentiate bullying from other behaviours which, although unwanted and unkind, do not constitute bullying.

1.3 The aim of the Anti-bullying policy is for all students to be safe, happy and healthy at College and to achieve their full potential.

1.4 We all have a responsibility to report any such behaviour as we notice ourselves, or are told about, to any member of staff trusted by the victim or witness. Serious or violent incidents should be reported immediately to the Safeguarding Officer Michelle Smith. Theatre for Life has a zero tolerance approach to bullying and will take action on all cases of bullying on its premises or on journeys to and from Theatre for Life or off-site, during the Theatre for Life day, or on a Theatre for Life visit or activity.

1.5 Theatre for Life will take action according to the Anti-Bullying Policy procedures and in accordance with its disciplinary policies and procedures; but it also reserves the right to place the matter in the hands of the police. This will especially be the case if an incident has resulted in serious bodily harm or potential danger, or if non-Theatre for Life personnel are involved in a serious issue, whether inside or outside of Theatre for Life premises.

1.6 In cases of suspicion, allegation or incident which may be regarded as abuse under the Child Protection Act, then Theatre for Life will report the matter to the local Social Services Department in accordance with Theatre for Life’s Safeguarding Policy.

1.7 If bullying continues despite warnings, Theatre for Life will consider this a case of serious misconduct and act appropriately in accordance with the Behaviour Management Policy.

1.8 Parents/carers will be informed in all cases of bullying (This can include Cyberbullying)

1.9 Care will be taken to offer counselling and support, in an appropriate way, to a victim of bullying. Similarly, training and support will be provided to the person carrying out the bullying.

2.0 Safeguarding Officers will review the day-to-day operation of the policy and any bullying incidents annually.

# ANTI BULLYING POLICY PROCEDURES

## 1. Channels of Communication

Staff should report incidents to the appropriate Theatre for Life Safeguarding Officer if the incident is violent or very serious.

## 2. Investigation

The aim is to investigate any allegations of bullying and harassment thoroughly, in a timely fashion and without prejudice. Incidents should be dealt with unemotionally and impartially as soon as possible. Both the victim and the accused should be seen separately. After interviewing both parties, if there is concern that the investigation may be hampered by those involved remaining in Theatre for Life, both the victim and alleged bully/ies will be sent home and remain there until the investigation is complete. This will not be recorded as a formal suspension.

## Support

Practical advice, support and reassurance should be given to the victim, without taking sides, and counselling offered if needed. Support and guidance will also be offered to the bully. External agencies (Police, Social services, Youth offending etc.) will be involved as appropriate.

## Recording

The member of staff should record the interviews. The victim and the accused should make written accounts of the alleged incident(s). If it is deemed to be a clear case of bullying it must be entered on the Bullying Log (part of the At Risk register) with details of names, dates, times, places, nature of incident, and record of action taken.

## Parents/Carers

Parents/Carers of both parties should be informed of any action taken and why it was taken when the full facts of the cases are understood.

## Remedial Action

Use of mediation or restorative practices to both victims and perpetrators will be introduced if appropriate; this may include an external agency such as Relate.

Warning concerning future conduct should be made explicit to bully/ies. The tutor and parents should be informed of any action taken. Tutors should be asked to keep in touch with any victim and to act without delay if the bullying continues.

## Policy Awareness

At Induction all staff members will have their attention drawn to this Policy and to be told that bullying should be reported to any member of staff without fear. Activities during Prep will reinforce the zero tolerance approach taken by Theatre for Life.

Parents will be informed on how to report and seek advice on bullying, and information will be made available in the Parents' Guide.

Staff will be trained annually on the anti bullying policy and procedures.

## Outsiders

If bullying is being carried out by those outside of Theatre for Life, the Safeguarding officers may deem it appropriate to inform the police.

## Monitoring

The Safeguarding Officers dealing with the case is responsible for monitoring the effectiveness of action taken.

## Confidentiality:

All members of the Theatre for Life community should be aware of the Theatre for Life's Data Protection and Privacy Policy.

**Linked policies:**

e.g. Behaviour Management; Safeguarding; Confidentiality; Data Protection, privacy policy.

The policy was drawn up using a range of national documents: e.g. NHSP Anti-Bullying Guidance for Schools, Anti-Bullying Alliance Statement of Purpose, UN Convention on the Rights of the Child (1989) esp. Articles 12, 19 & 29, Children`s Act (2004), Education & Inspections Act (2006), Children`s Plan (2007), `Safe to Learn` (DCSF 2007)

**Local Guidance:** Hampshire Children`s & Young People`s Plan (2009); HCC Children & Young People`s Anti-Bullying policy (2009).