

# ANTI BULLYING POLICY



This policy outlines YOUTH DRAMA's commitment to provide a caring, safe environment so all staff and students can participate and thrive in a secure atmosphere, protected from harassment, bullying and discrimination. The policy applies to all staff and students at YOUTH DRAMA.

Bullying is a type of peer on peer abuse. It can happen in any environment. This includes physical, non-verbal, verbal, indirect, cyber; homophobic, racist, sexual, social and ableist bullying.

## **Our aims:**

- To ensure that YOUTH DRAMA is a safe, secure and positive environment.
- To ensure that all staff and students are aware of what constitutes bullying
- To encourage students and staff to report any sign of bullying.
- To create an anti-bullying culture through raising and addressing issues of bullying in drama activities and group discussions.

## **What is Bullying?**

We define bullying as: "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally".

## **Seven common elements of bullying:**

1. An initial desire to hurt.
2. The desire is expressed in action.
3. Someone is hurt either physically or emotionally.
4. There is an imbalance of power.
5. It is without justification.
6. It is typically repeated.
7. There is evident enjoyment by those who bully.

## **Four typical forms of bullying:**

1. Physical bullying, such as hitting, kicking, taking belongings.
2. Verbal bullying, such as name calling, insulting, making offensive remarks.
3. Indirect bullying, eg spreading rumours, or exclusion from social groups.
4. Cyber bullying using text, emails, online forums, websites or apps,

Bullying is always significant to the person being bullied. Each person will react differently when bullied. If a person feels intimidated or is made to feel unsafe by the words/actions of another person then we will investigate this incident. No case brought to our attention will be viewed as unimportant.

Everyone at YOUTH DRAMA has the right to work and learn in a safe, secure environment, and the right to mutual respect. Members of the community will be encouraged to be

assertive and supportive in their relationships with others. We want everyone at YOUTH DRAMA to view bullying as anti-social behaviour which is unacceptable and which will not be tolerated.

Parents have the right to be informed about all recorded incidents of bullying relating to their child and have the responsibility to inform YOUTH DRAMA of incidents reported to them. Parents will be informed of their right to complain if they are unhappy with our response.

## **The role of students**

Students should know that hurting someone (physically or emotionally) is wrong and that bullying is wrong. Students should tell any adult (school staff or parent) if they feel they are being bullied. If bullying persists, they must keep on letting people know. These views can be specifically about bullying but may also be about how safe they feel in school.

## **The role of teachers**

All staff take all forms of bullying seriously; they aim to eliminate bullying from YOUTH DRAMA classes. Staff should communicate to students the message that hurting someone (physically or emotionally) is wrong and that bullying is wrong and unacceptable.

If a staff member witnesses an act of bullying, they will investigate the incident, complete an incident report, and inform their line manager. Adults will fully support a student who is being, or has been, bullied. Time should be spent with the student to restore the student's confidence, happiness and other aspects of health. The student's parents will also be consulted.

YOUTH DRAMA aim to stop the problem for the child being bullied. This will be done through the application of our consequence system, informing parents, and outside agencies where appropriate.

Time will be spent with the student who has bullied, to explore reasons for their actions and demonstrating why their actions are unacceptable.

All staff will follow the principles set out in this policy in order to continue our climate of unconditional positive regard.

## **The role of central team**

- All principles and roles from this policy are implemented.
- All staff are aware of their roles and responsibility
- All staff follow all principles and roles from this policy.
- Maintain a record of all bullying incidents.

## **The role of parents**

- To contact YOUTH DRAMA as soon as practically possible, both if your child is being bullied, or if you think your child is bullying someone else
- To contact YOUTH DRAMA if you are dissatisfied with our actions to resolve bullying
- To respond to reported incidents

## **Actions taken for all reported cases of bullying:**

- The teacher will talk through the issues with the student.
- The teacher will discuss with the student how they will deal with the issue.
- The teacher will log an incident report.
- The teacher will discuss the incident immediately with the central team.
- Parents will be informed and included in discussion about the interventions. Strategies will be implemented until the student feels the bullying has stopped.
- The teacher will meet the student to check that the issues are resolved.

## **Possible interventions used**

- Support for the alleged victim and the alleged bully/bullies.
- Reported incidents may lead to joint meetings with parents
- Partner agencies will be included, where appropriate
- Restorative work will be implemented where and when appropriate.
- We may exclude students for serious or repeated incidents of bullying

This list is not definitive or exhaustive and other strategies may be used as and when deemed necessary.

Last reviewed January 2023

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