WEST END STAGE ANTI BULLYING POLICY

Bullying

- All forms of bullying will be addressed.
- Everybody in the organisation has a responsibility to work together to prevent bullying
- Bullying can include online and well as offline behaviour

Bullying can include:

- Physical pushing, kicking, hitting, pinching etc
- Name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals
- Posting of derogatory or abusive comments, videos or images on social network sites
- Racial taunts, graffiti, gestures, sectarianism
- Sexual comments, suggestions or behaviour
- Unwanted physical contact

West End Stage will:

- Recognise its duty of care and responsibility to safeguard all participants from harm
- Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures
- Seek to ensure that bullying behaviour is not accepted or condoned
- Require all members of the organisation to be given information about, and sign up to, this policy
- Take action to investigate and respond to any alleged incidents of bullying
- Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct to address bullying
- Ensure that all staff are given access to information and guidance on bullying.

Each participant and member of West End Stage Staff will:

- Respect every child's need for, and rights to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognise that everyone is important and that our differences make each of us special and should be valued
- Show appreciation of others by acknowledging individual qualities, contributions and progress
- Be committed to the early identification of bullying, and prompt and collective action to deal with it
- Ensure safety by having rules and practices carefully explained and displayed for all to see

- Report incidents of bullying they see – by doing nothing you are condoning bullying.

Support to the student

- Students will know that all West End Stage staff can be approached if they are worried or in difficulty.
- We will create an ethos where students feel confident to talk to an adult about bullying behaviour or any other issue that affects them.
- Potential barriers to talking need to be identified and addressed at the outset to enable students to approach adults for help
- Students should have access to Helpline numbers
- Anyone who reports an incident of bullying will be listened to carefully and be supported
- Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved
- Students experiencing bullying will be supported and assistance given to uphold their right to play and live in a safe environment which allows their healthy development
- Those who bully will be supported and encouraged to stop bullying and abide by our Anti Bullying Policy
- Sanctions for those bullying others that involve long periods of isolation, or which diminish and make individuals look or feel foolish in front of others, will be avoided.

Support to the parents/guardians

- Parents/guardians should be advised on the organisation's bullying policy and practice
- Any incident of bullying will be discussed with the child's parent(s)/guardians
- Parents will be consulted on action to be taken (for both victim and bully) and agreements made as to what action should be taken
- Information and advice on coping with bullying will be made available
- Support should be offered to the parent(s) including information on other agencies or support lines.

Useful contacts
NSPCC Helpline 0808 800 5000
ChildLine 0800 500 / www.childline.org.uk
Kidscape www.kidscape.org.uk
Anti-Bullying Alliance www.antibullyingalliance.org

We are committed to reviewing our policy and good practice annually.

This document was last updated and reviewed in April 2018.