

## **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 as well as offline behavior and our online safety policy runs alongside this one

### **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 right 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



## Anti Bullying Policy for West End Stage Summer School

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 1111 / [www.childline.org.uk](http://www.childline.org.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)

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

*This document was last updated and reviewed in March 2020.*

