



PERFORMERS THEATRE COMPANY

Anti-Bullying Policy 2022

www.performerstheatrecompany.com

The aim of Performers Theatre Company's anti-bullying policy is to ensure that pupils thrive in a supportive, caring, and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly, and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn and perform effectively. The negative effects of bullying can have an impact on a person for their entire life. Performers Theatre Company wishes to promote a secure and happy environment free from threat, harassment, and any type of bullying behaviour. Therefore, this policy promotes practices within the company to reinforce our vision, and to remove or discourage practices that negate them.

What is Bullying?

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Pupils who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults.

There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Bullying can take many forms including:

- **Physical** bullying which can include kicking, hitting, pushing and taking away belongings;

- **V e r b a l** bullying which includes name calling, mocking and making offensive comments;
- **E m o t i o n a l** bullying which includes isolating an individual or spreading rumours about them;
- **Cyber-bullying** where technology is used to hurt an individual - for instance text messaging or posting messages/images on the internet or any form of social media
- **R a c i s t** bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- **S e x u a l** bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- **Homophobic and biphobic** bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- **Transphobic** bullying occurs when bullying is motivated by a prejudice against people who identify as trans
- **D i s a b l i s t** bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- **S e x i s t** bullying occurs when bullying is motivated by a prejudice against someone because of their gender

Some warning signs that a student is being bullied

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell; wanting to visit the nurse regularly
- Reluctance to come to school
- Clothes/bags torn or damaged
- Money/possessions going missing
- Unexplained cuts and bruises
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful.
- Unhappiness.
- Loss of appetite; not sleeping; loss of weight
- Seen alone a lot
- Not very talkative

Some reasons why people bully

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home
- Learned behaviour (They too have been bullied)

How to get help

Who can pupils talk to if they have any concerns about bullying?

At Performers:

- One of your teachers
- Principal
- Business Manager
- Other volunteers and adult helpers

At school:

- Form tutor
- Year Leader
- Subject teacher
- Mentor
- Peer Support group
- Subject Leader
- Leadership Group
- Learning Support Assistant
- School Nurse
- Education welfare Officer
- Office staff

Children can feel confident that any of the above will listen to their problem. Pupils who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the experience with a member of staff
2. Incidences being reported to their school where it can be followed up
3. Reassuring the pupil
4. Offering continuous support
5. Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

1. Incidences being reported to their school where it can be followed up
2. Discussing what happened
3. Discovering why the pupil became involved
4. Establishing the wrongdoing and need to change
5. Informing parents or guardians to help change the attitude of the pupil

Responses from Performers will vary depending on the nature of the incident, but may include:

1. Monitoring by Principal and teachers
2. Peer support/peer mentoring
3. Formal recording (racism, HBT)
4. Liaison with school/parents/guardian
5. Fixed term exclusion

6. Permanent exclusion

Anti-Bullying Procedures

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

Staff Responsibilities:

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to Principal/Business Manager as appropriate
- To record in the appropriate files if needed
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for a member of staff
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To model the values our company believes in from the mission statement

Anti-Bullying Strategies

- Regular promotion of anti-bullying in classes (where appropriate)
- Annual questionnaires to research student views on how safe they feel at Performers Theatre Company
- Strong teacher-student relationships so students feel comfortable in reporting any issues

Anti-bullying advice to Parents / Guardians

- A great deal of bullying is CYBER-BULLYING. Please regularly monitor your child's use of texting, Facebook, Twitter and other social media sites. Access to these is out of the school's control when your child is not at Performers or at their usual day-to-day school
- TALK to your child on a regular basis, so any problem is easier to share
- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important
- If you believe your child is being bullied, or is a bully, talk to other adults at home, at school or at Performers and explore the options. DON'T STAY SILENT.
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve

- TRY to be co-operative with Performers or your child's usual school and not be aggressive. Without a good working relationship with parents the situation could deteriorate, which won't help you or them
- ALWAYS remember that children can't solve bullying on their own. They NEED the support of parents/guardians, their school and Performers

REMEMBER - IT IS NOT YOUR CHILD'S FAULT

Monitoring, evaluation and review

Performers Theatre Company will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the company on a regular basis.