



SOUTH SIDE THEATRE ACADEMY

Experience the Stage

ANTI-BULLYING POLICY

Updated: 7th September 2023

Please note that all staff and volunteers must read and sign this document before the start of their employment.

South Side Theatre Academy values young people and children as being a vital part of the organisation and desires to see them grow, mature and be challenged in a healthy and safe environment.

Toby Ward-Smith & Bethany Pease is the designated Child Protection Officer for the group. And a copy of this anti-bullying policy will be kept with the group leader at all classes, workshops, and rehearsals.

South Side Theatre Academy has a zero-tolerance policy on bullying in any class, project or rehearsal.

This policy should be reviewed and updated annually.

Organisation

- Recognise its duty of care and responsibility to safeguard all participants from harm.
- Promote and implement this anti-bullying policy.
- Seek to ensure that bullying behaviour is not accepted or condoned.
- Require all members of **South Side Theatre Academy** to be given information about and read and sign 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 coaches are given access to information, guidance and/or training on bullying.

Each participant, staff member or volunteer will

- Respect every child's need for, and rights to, a play 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.

Bullying

- All forms of bullying will be addressed.
- Everybody at **South Side Theatre Academy** has a responsibility to work together to stop bullying.
- Bullying can include online as 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.
- Children with a disability, from ethnic minorities, young people who are gay or lesbian, or those with learning difficulties are more vulnerable to this form of abuse and are more likely to be targeted.

Support to the child

- Children should know who will listen to and support them.
- Systems should be established to open the door to children wishing to talk about bullying or any other issue that affects them.
- Potential barriers to talking (including those associated with a child's disability or impairment) need to be identified and addressed at the outset to enable children to approach adults for help.
- Children 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.
- Children being bullied 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.

- 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 **South Side Theatre Academy's** Anti-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.

Reporting Concerns

- If you are concerned about bullying in a class or project then speak to your class lead immediately.
- As a team discuss if the bullying can be dealt with in class.
- If so, Class Lead to speak to students involved.
- If further action is required, Class Lead to contact the Artistic Director to speak to parents. Alternatively, Class Lead may want to speak to parents at pick-up.
- Keep note of all disclosures or altercations witnessed. Include date and times. Ensure any words used by students are written in their own words.

Useful contacts

- NSPCC Helpline **0800 800 5000**
- CPSU (Child Protection in Sport Unit) **www.thecpsu.org.uk**
- ChildLine **0800 1111 / www.childline.org.uk**
- Kidscape **www.kidscape.org.uk**
- Anti-Bullying Alliance **www.antibullyingalliance.org**
- BEF Safeguarding Officer **02476 698871**

This policy was originally adopted by the **South Side Theatre Academy** on 11/05/2018 and reviewed on 07/09/2023.

Signed on behalf of the Management Team by:

Signature..... *T. Ward-Smith*

Name in Capitals.....TOBY WARD-SMITH.....

The policy has been reviewed by the Management Team on:

Date.....07/09/2023.....