

# Calderdale Theatre School Association

## Anti-Bullying Policy

### Statement of Intent

Calderdale Theatre School (CTS) is committed to providing a caring, friendly and safe environment for all of our members so they can perform in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at CTS. If bullying does occur, all members should be able to tell and know that incidents will be dealt with promptly and effectively.

This means that anyone who knows that bullying is happening is expected to tell the staff.

### Objectives of this Policy

All members, staff, volunteers, and trustees should have an understanding of what bullying is.

All members, staff, volunteers, and trustees should know what the policy is on bullying and follow it when bullying is reported.

All members should know what the policy is on bullying, and what they should do if bullying arises.

CTS take bullying seriously. Members and parents/carers should be assured that they will be supported if bullying is reported.

Bullying will not be tolerated.

### What is Bullying?

Bullying is the use of aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Bullying can be:

**Emotional** – being unfriendly, excluding, tormenting

**Physical** – pushing, kicking, hitting, punching or any use of violence

**Racist** – racial taunts, graffiti, gestures

**Sexual** – unwanted physical contact or sexually abusive comments

**Verbal** – name-calling, sarcasm, spreading rumours, teasing

**Cyber** – all areas of internet, such as social media and email

**Mobile** – threats by text messaging and calls

**Misuse of** – associated technology (e.g. camera and video facilities)

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### Why is it Important to Respond to Bullying?

Bullying hurts.

No-one deserves to be a victim of bullying.

Everybody has the right to be treated with respect.

Members who are bullying need to learn different ways of behaving.

CTS has a responsibility to respond promptly and effectively to issues of bullying.

### Signs and Symptoms

A Member may indicate by signs or behaviour that he or she is being bullied.

Adults should be aware of these possible signs and that they should investigate if a member:

- Is frightened of travelling to or from CTS
- Changes their usual routine
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide, or runs away
- Has possessions which are damaged or "go missing"
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### Procedures

Report bullying incidents to staff.

In cases of serious bullying, the incidents will be recorded by staff.

In serious cases parents should be informed and will be asked to come to a meeting to discuss the problem.

If necessary and appropriate, police will be consulted.

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

An attempt will be made to help the bully or bullies change their behaviour.

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### Outcomes

The bully or bullies may be asked to genuinely apologise. Other consequences may take place.

In serious cases, suspension or even exclusion will be considered.

If possible, the members will be reconciled.

After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### Prevention

CTS will use various methods for helping to prevent bullying. As and when appropriate, these may include:

- Writing a Code of Conduct
- Signing a behaviour contract
- Performing sets that highlight bullying
- Having discussions about bullying and why it matters

### Help Organisations

#### Kidscape

Parent's Helpline: 07496 682785 WhatsApp: 07496 682785

[kidscape.org.uk](https://www.kidscape.org.uk)

#### Childline

Helpline: 0800 1111

#### Kooth.com

[kooth.com](https://www.kooth.com)

#### Ditch the Label

[ditchthelabel.org](https://www.ditchthelabel.org)

#### Bully Busters

Helpline: 0800 169 6928

[bullybusters.org.uk](https://www.bullybusters.org.uk)

Policy approved by the Trustees and last updated: August 2022