

International British Theatre School

Anti-Bullying Policy

International British Theatre School provides a supportive, caring, and safe environment in which all children are free from the fear of being bullied. Bullying of any form is not tolerated in our clubs and camps, whether carried out by a child or an adult.

Staff, children, and parents or carers will be made aware of and understand International British Theatre School's position on bullying. Bullying behaviour is unacceptable in any form.

Any child who is a victim of bullying will be dealt with in a sympathetic manner and all incidents will be taken seriously. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the manager. An account of the incident will be recorded in an **Incident log**. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

What is bullying?

International British Theatre School defines bullying as 'the *repeated* harassment of another by an individual or group with the intention to cause emotional, physical, psychological or verbal harm.

Examples include, but are not limited to:

- **Emotional:** Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel 'left out' of a game or activity, passing notes about others or making fun of another person.
- **Physical:** Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.
- **Psychological:** Behaviour likely to create a sense of fear or anxiety in another person.
- **Verbal:** Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

Racial harassment can take any of the forms of bullying listed above, but is motivated by the victim's colour, race, nationality, or ethnic or national origins. Incidents of racial harassment will be recorded as such on the **Incident log**.

Sexist and homophobic harassment can take any of the forms of bullying listed above, but is motivated by the victim's sex, gender, sexual orientation, or gender stereotypes. Incidents of sexist and homophobic harassment will be recorded as such on the **Incident log**.

See our **Equalities Policy** for more information on how we deal with and challenge discriminatory behaviour.

Preventing bullying behaviour

At International British Theatre School, we believe our response to bullying should not start at the point at which a child has been bullied. We will proactively act to prevent incidents of bullying wherever possible. Staff, children, and parents or carers will be made aware of and understand the International British Theatre School's position on bullying.

Staff at [International British Theatre School](#) will foster an anti-bullying culture in the following ways:

- Encouraging caring and nurturing behaviour
- Discussing friendships and encouraging group and team play
- Encouraging children to report bullying without fear
- Discussing the issues surrounding bullying with the children, including why bullying behaviour will not be tolerated
- Exploring the consequences of bullying behaviour with the children.

Responding to bullying behaviour

[International British Theatre School](#) acknowledges that despite all efforts to prevent it, bullying behaviour is likely to occur on occasion. When such incidents occur, [International British Theatre School](#) will follow the procedure outlined below:

- We will address all incidents of bullying thoroughly and sensitively. All incidents of bullying will be taken seriously.
- Victims of bullying will be offered the immediate opportunity to discuss the matter with a member of staff who will reassure the child and offer support.
- They will be reassured that what they say will be taken seriously and handled sympathetically.
- Staff will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.
- If another child witnesses bullying and reports this, staff will reassure them that they have done the right thing. Staff will then investigate the matter.
- If a member of staff witnesses an act of bullying, involving children or adults at the club/camp, they will inform the manager.
- Children who have bullied will be helped by discussing what has happened, establishing why the child became involved. Staff will help the child to understand why this form of behaviour is unacceptable and will encourage him/her to change their behaviour.
- [International British Theatre School LTD](#) reserves the right to change a child's sleeping arrangement if it is deemed appropriate.
- If the bullying persists, the parents or carers of all children will be informed, and we will work with them to try to resolve the issues.
- If this fails to stop the bullying, more serious actions may have to be taken, as laid out in the **Suspensions and Exclusions** policy.
- All incidents of bullying will be reported to the manager and will be recorded on an **Incident Log**. The manager and other relevant staff will review [International British Theatre School's](#) procedures in respect of bullying, to ensure that practices are relevant and effective.

Related policies

Equalities policy, Suspensions and Exclusions policy

This policy was adopted by: International British Theatre School	Date: 31.10.2024
To be reviewed: 31.10.2025	Signed: Ben Whiteside

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2021): Safeguarding and Welfare Requirements: Managing Behaviour [3.53 - 3.54]* and *Child Protection [3.4]*.