

Blackpool Community Theatre CIC

Anti-bullying Policy

Definition of 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 (e.g. hiding possessions, using threatening gestures,
- Physical: Pushing, hitting, kicking or any use of violence. Racist racial taunts, graffiti, gestures
Sexual: Unwanted physical contact or sexually abusive comments
Homophobic: Because of or focusing on the issue of sexuality
Religious: Because of or focusing on the issue of faith.
- Verbal: Name-calling, sarcasm, spreading rumours.
- Cyber: All areas of internet, such as email and internet chat room misuse, mobile phone threats by text messaging and calls misuse of associated technology, i.e. camera and video facilities

Implementation

- Blackpool Community Theatre CIC's director oversees the implementation and review of the Anti-bullying Policy
- Blackpool Community Theatre CIC is used as a forum to discuss the problem of bullying and to agree systems to tackle unacceptable behaviour with young people.

Outcome

- The bully (bullies) may be asked to apologise genuinely and other consequences may take place.
- In very serious cases, suspension or exclusion could be considered. If possible, the participants will be reconciled.

Monitoring and Record Keeping

After the incident(s) have been investigated and dealt with, each case will be monitored in striving to ensure repeated bullying does not take place.

Evaluation

- Records of incidents are kept and used to inform future practice
- Spot checks and occasional surveys are also used
- Evaluation and review will ensure that Blackpool Community Theatre CIC remains responsible to changing needs whilst striving to protect young people from bullying.

What We Intend To Achieve

- The vigilance and responsiveness of staff and volunteers to bullying behaviour
- Acknowledgement by young people that bullying will be tackled Raised awareness about bullying and the forms it can take. greater proportion of young people informing an adult if they are being bullied.
- The involvement of staff, volunteers, parents and young people in implementing the Anti-bullying Policy.
- Blackpool Community Theatre CIC acknowledges that bullying behaviour is unacceptable and will not be tolerated.
- Blackpool Community Theatre CIC endeavour to ensure that a secure environment is provided for every young person who wishes to participate in the performing art