

# Slow Theatre Company

## Anti-Bullying Policy

Bullying is deliberate behaviour that is offensive, intimidating, malicious, abusive or insulting which makes the individual feel upset, threatened, humiliated or vulnerable.

Any child or young person who has been subjected to bullying will be supported by staff or volunteers who will undertake a risk assessment to ensure that the victim, other children and the perpetrator are kept safe.

### Procedures:

- Report bullying incidents to the Designated Child Protection Officer
- Serious incidents will be recorded by staff and volunteers
- In serious cases the parents/carers should be informed and invited to discuss the problem
- If necessary the 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 understand the impact and change their behaviour

### Outcomes:

- The bully may be asked to genuinely apologise. Other consequences may take place
- In serious cases, suspension or even exclusion from the group will be considered
- If possible the children will be reconciled
- After the incident/s have been investigated and dealt with, each case will be monitored to ensure there is no repeat of the bullying behaviour

**Name:**

**Signed:**

**Organisation:**

**Date:**

**Date for review:**