

St Hilda's Entertainers Anti-Bullying Policy

St Hilda's Entertainers endeavour to ensure that a secure environment is provided for every person who wishes to participate in its activities.

St Hilda's Entertainers recognise that:

- bullying behaviour is unacceptable and cannot be tolerated
- bullying is "behaviour, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally". Source: *Safe from bullying in youth activities*, DCSF 2009.
- one person or a group can bully others
- bullying can occur either face to face between individuals or groups or online, using information technology, such as computers or mobile phones
- bullying can include:
 - verbal teasing or making fun of someone
 - excluding people from activities and conversations.
 - pressurising others not to be friends with the person who is being bullied
 - spreading hurtful rumours or passing round inappropriate photographs/images/drawings
 - shouting at or verbally abusing someone
 - stealing or damaging someone's belongings
 - making threats
 - forcing someone to do something embarrassing, harmful or dangerous
 - harassment on the basis of race, gender, sexuality or disability
- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- people are often targeted by bullies because they appear different from others
- we all have a role to play in preventing bullying and putting a stop to bullying

The purpose of this policy is:

- to prevent bullying from happening in our organisation, as much as possible.
- to make sure that when bullying does happen, it is stopped as soon as possible and that those involved receive the support they need.
- to provide information to all members about what we should all do to prevent and deal with bullying.

We aim to prevent bullying by:

- Promoting a code of behaviour that sets out the "do's" and "don'ts" in terms of how everyone involved with St Hilda's Entertainers is expected to behave, both in face-to-face contact and online

Procedures

- Incidents should be reported to group leaders, recorded and passed to the person responsible for the anti-bullying policy for discussion and appropriate action as quickly as possible
- Incidents will be recorded by leaders and passed to the person responsible for the anti-bullying policy to be discussed and acted upon promptly

- Incidents will be investigated (in the case of children, parents/carers must be informed and included) and action taken to resolve the situation by attempting to reconcile the participants. However, in serious cases, suspension or exclusion may be necessary
- All incidents should be written up and monitored to help to ensure that repeated bullying does not occur. All information gathered will be held by the person responsible for the anti-bullying policy and must be treated in strict confidence

What we seek to achieve

Our Anti-Bullying Policy seeks to achieve a reduction in bullying through:

- Acknowledgment by all members that bullying is unacceptable
- Raising awareness about bullying and the forms it can take
- Encouraging an anti-bullying culture within the society
- Promoting a code of behavior of how everyone involved in St Hilda's Entertainers is expected to behave, both in face-to-face contact and online

Monitoring and review

The people responsible for the implementation and monitoring of this policy are the Committee of St Hilda's Entertainers. If you have any questions, comments or concerns, please contact us at shesafeguarding@gmail.com

Anti-bullying policy, reviewed September 2023