

Saturday Youth Theatre

Anti-Bullying Procedure

Royal Central School of Speech and Drama's Saturday Youth Theatre aims to create an environment in which young people are psychologically and physically safe, and where bullying is regarded as unacceptable.

Definitions

Gov.uk defines bullying **repeated** actions which are **intended to hurt** someone either physically or emotionally. These actions are often **aimed at certain groups**, for example because of race, religion, gender or sexual orientation.

Bullying takes many forms and can include **physical harm** such as hitting or kicking as well as **psychological harm** such as name calling or teasing. Bullying can happen **in person** or via mobile phone or online, which is called **cyberbullying**.

Responsibilities

Tutors are responsible for creating a safe and respectful learning environment where students feel confident and safe to have fun.

- They will listen, deeply and actively
- They will understand that how we are positioned in the world determines how we encounter and understand knowledge
- They will acknowledge power and responsibility
- They will be open, transparent, accessible and clear
- They will acknowledge there are many different forms of knowledge
- They will be reflective and open to criticism

Students are responsible for conducting themselves as a positive member of the group and in an inclusive manner while at Central.

Parents and Carers are responsible for supporting their child/children in acting as a positive member of the group and in an inclusive manner while at Central.

Staff and Student Ambassadors are responsible for creating a welcoming and respectful environment.

The Head of Short Course Programmes is responsible for implementing the anti-bullying policy across the short course portfolio. The Head of Short Course Programmes will:

- Ensure that all staff know how to identify and deal with incidents of bullying through appropriate induction and training
- Set the supportive tone of the organisation, making bullying less likely
- Address issues arising around bullying, record incidents and report them to the Director of Engagement and Enterprise as appropriate
- Support the tutors in investigating and addressing issues of bullying that cannot be challenged within the session

Central's Approach to Bullying

Central staff and tutors will immediately challenge bullying or harmful behaviour.

- In the first instance, staff are encouraged to positively reinforce the standards of behaviours expected at Central.
- In the second instance, tutors will report the behaviour to the Head of Short Course Programmes who will speak to the parents of all involved parties and come to a solution.
- In the third instance, your child may be asked to no longer attend Saturday Youth Theatre classes for the term.

Reporting Bullying or Harmful Behaviour

- Participants or Parents/Carers who feel they/their child has been bullied or who are upset about the behaviour of another child or Central staff member should report their concerns as soon as possible to the Head of Short Course Programmes.
- In the first instance, the Head of Short Course Programmes will discuss the situation with the tutor, who will reinforce the standards of behaviours expected at Central with the participants.
- If participant or parents/carers are not satisfied with the action taken by the tutor or the behaviour continues, they should contact the Head of Short Course Programmes who will discuss the concern with the parent/carer and the tutor to find a resolution.
- If the bullying or hurtful behaviour continues, the participant exhibiting the bullying or harmful behaviour may be asked to no longer attend Saturday Youth Theatre classes for the term.