



ANTI-BULLYING POLICY

A company member is defined as any employee, freelancer, volunteer, work placement individual or board member of Theatre Peckham.

Statement of Intent

Theatre Peckham is committed to providing a caring, friendly and safe environment for all of its members so they can learn in a relaxed and secure atmosphere. We recognise that bullying can cause severe and adverse effects on children and young people's emotional development and bullying of any kind is unacceptable at Theatre Peckham. If bullying does occur, all children/young people and adults/company members/parent/carers should be able to tell and know that incidents will be dealt with promptly and effectively.

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

Policy Objectives:

- All children, young people, company members, parents and carers at Theatre Peckham have an understanding of what bullying is.
- Outline what Theatre Peckham will do to prevent and tackle all forms of bullying.
- Theatre Peckham is committed to developing an anti-bullying culture where the bullying of children, young people or adults is not tolerated in any form.

Responsibilities

It is the responsibility of:

- The Academy Manager to communicate this policy and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- All company members to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with Theatre Peckham in addressing any concerns.
- Children and young people to abide by the policy.

Our Approach to Bullying

Theatre Peckham will:

- Ensure all children and young people understand the part they play in preventing bullying.
- Endeavour to create an 'open door' ethos where children and young people feel confident talking to a company member about bullying behaviour or any other issue that affects them.
- Listen carefully to anyone who reports an incident of bullying behaviour and those reports will be taken seriously.
- Investigate any reported experience of bullying behaviour, carefully listening to all those involved.

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- Ensure that all children and young people know how to express worries and anxieties about bullying.
- Offer support to children and young people who have been bullied and to those who are bullying to address the problems they have.
- Ensure children and young people are aware of helplines or other services to support them if they feel bullied or harassed. These can be found in Appendix A at the end of this document.

How We Define Bullying

- Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)
- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti/drawings; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Forms and Types of Bullying

Bullying can happen to anyone. This policy covers different types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people with protected characteristics):
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act)



[How We Respond to Incidents of Bullying](#)

The following steps may be taken when dealing with all incidents of bullying:

- If bullying is seen, suspected or reported, the incident will be stopped and dealt with immediately by the company member who has been approached or witnessed the concern.
- The Academy Manager (Designated Safeguarding Lead (DSL)) or a delegated Company member will speak with all parties involved.
- We will provide support for the person being bullied, making sure they are not at risk of immediate harm, and will involve them in any decision making as appropriate.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The company member will be required to report the incident in the Typeform report for their session.
- The DSL will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with our Safeguarding and Child Protection policy.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- A clear and precise account of bullying incidents will be recorded, including details regarding decisions and action taken.

[Cyberbullying](#)

When responding to cyberbullying concerns, Theatre Peckham will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Inform the parents/carers of both parties about the incident.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and students regarding steps they can take to protect themselves online.

[Supporting Children and Young People Who Experience Bullying](#)

Children and young people who have been bullied will be supported by:

- Reassuring them and providing continual pastoral support.
- Offering an immediate opportunity to discuss the experience with their academy tutor, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.

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- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with company members, offering Theatre Peckham mentoring projects, sign posting formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Children Social Work Service, or support through the Children and Young People's Mental Health Service (CYPMHS).

Children and young people who have bullied will be helped by:

- Discussing, in an appropriate setting, what happened, establishing the concern and the need to change. Informing parents/carers to help change the attitude and behaviour of the child. Providing appropriate education and support regarding their behaviour or actions. If online, requesting that content be removed and reporting accounts/content to service provider.
- Providing ongoing support; this may include: working and speaking with company members, offering Theatre Peckham mentoring projects, sign posting formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Children Social Work Service, or the Children and Young People's Mental Health Service (CYPMHS).

Preventing Bullying

All company members, children and young people should:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold our values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with company members, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.



[Supporting Parents and Carers](#)

Theatre Peckham will:

- Make sure that this policy is available to all parents/carers on our website.
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner. A formal complaint form can be found in Appendix C of this document, and on our website.

[Reviewing this Policy](#)

Theatre Peckham will regularly monitor and review this policy and make sure mechanisms are being consistently applied. Any issues identified will be incorporated into our action planning. The CEO/Artistic Director will be informed of bullying concerns, as appropriate.

[Appendix A: Useful Links and Supporting Organisations](#)

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf

DfE: SEND code of practice: www.gov.uk/government/publications/send-code-ofpractice-o-to-25

Cyberbullying

Childnet: www.childnet.com

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

DfE 'Cyberbullying: advice for headteachers and school staff':

www.gov.uk/government/publications/preventing-and-tackling-bullying

DfE 'Advice for parents and carers on cyberbullying':

www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Tell Mama: www.tellmamauk.org

Educate against Hate: www.educateagainsthate.com

Show Racism the Red Card: www.srtc.org/educational

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LGBTQ+

Barnardo's LGBT Hub: [www.barnardos.org.uk/what we do/our work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)

Metro Charity: www.metrocentreonline.org

EACH: www.eachaction.org.uk

Proud Trust: www.theproudtrust.org

Schools Out: www.schools-out.org.uk

Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk

A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters

Anti-bullying Alliance: Preventing and responding to Sexual Bullying:

www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual



[Appendix B: Theatre Peckham Bullying Incident Report Form](#)

Theatre Peckham Bullying Incident Report Form	
Name of person reporting incident:	
Date of incident:	Time of incident:
Description of incident (continue on a separate sheet if necessary):	
Action taken (to be completed by Academy Manager. Continue on a separate sheet if necessary):	
Person reporting incident signature:	Today's date:
Academy Manager signature:	Today's date:



[Appendix C: Theatre Peckham Parent/Carer Complaints Form](#)

Many complaints can be resolved informally. In the first instance, if you feel able, you should speak to a member of the Theatre Peckham team. If you are not satisfied or do not wish to seek an informal solution, you may pursue a formal complaint. Please complete the below form and send it to the Academy Manager: academy@theatrepeckham.co.uk

Theatre Peckham Parent/Carer Complaints Form	
Name of parent/carers:	
Class attended by child:	
Details of complaint (continue on a separate sheet if necessary):	
Action taken (to be completed by Academy Manager. Continue on a separate sheet if necessary):	
Parent/carers signature:	Today's date:
Academy Manager signature:	Today's date: