



Anti Bullying Policy

Introduction;

At Evolve Theatre Academy we are completely opposed to bullying as it is completely contrary to the values and ethos of the school and the values by which we chose to conduct ourselves. All members of EVOLVE have a right to learn in a supportive, secure and caring environment. We all also have a responsibility to help create a secure and safe environment for others.

Mission Statement: A name we have chosen for a very specific and important reason. We want our kids to EVOLVE as people and not just as performers. Mentality is arguably the most important aspect of performing. You can have all the talent in the world, but if the mental well-being isn't being looked after, talent can be often overlooked or overshadowed.

We want our classes to have the feeling of genuine encouragement, wanting everyone else in EVOLVE to succeed alongside you. Competition is important and having that competitive attitude will help you to thrive to become the best performer you can be, but, to have the support of your friends and classmates, that is special. This policy has been written in line with the wishes of our teachers and in consultation with them.

Our Principles:

- Every one has a right to learn in an environment free from intimidation and fear.
- The needs of any victim to bullying are our paramount concern
- We will not allow bullying behaviour to take place in our school
- Pupils reporting bullying will always be listened to and supported
- Reported incidents of bullying will be taken seriously and thoroughly investigated
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Definition: Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups.

Bullying could be recognised as:

- Physical violence such as hitting, pushing or spitting at another pupil.

- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

Or any other behaviour that intimidates, belittles or causes a child to feel frightened or in danger

Please also see our school safeguarding policy.

Responsibilities regarding bullying:

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to our designated safeguarding Officer Clair Hobbs.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their suffering and that of other potential targets.

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to Clair Hobbs or Matthew Hobbs and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Inform the school of any suspected bullying, even if their children are not involved;
- Co-operate with the school, if their children are accused of bullying, try to ascertain the truth.
- Point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

Procedures for dealing with bullying behaviour will involve:

- Steps will be taken to support and respond to the needs of both bullied and bullying pupils. We will listen to them and act to best support them
- Records will be kept on incident forms of all reports of or witness incidents of bullying

Action which may be taken:

- Contacting parents/carers of all pupils concerned in the bullying incident.
- Investigation.
- Feedback to those concerned.
- Sanctions, which may result in pupils missing classes or ultimately being asked to leave the school
- Contacting relevant professionals: In serious incidents we may act to seek advice from other services or may feel the need to refer incidents as stated in our safeguarding policy

Date of review: 13th October 2023- Clair Hobbs

