

Probus Parish Players - Anti-bullying policy.

Probus Parish Players (PPP) will provide a supportive, caring and safe environment in which all are free from the fear of being bullied. Bullying of any form is not tolerated by PPP.

Bullying behaviour is unacceptable in any form.

Anyone who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of the committee, and then discussed with the Chair, Vice Chair and Safeguarding lead. A clear account of the incident will be recorded. All committee members will be informed so that close monitoring of the victim and bully can begin. If applicable parents of both parties will be informed.

PPP defines bullying as the repeated harassment of others through emotional, physical, psychological, or verbal abuse. This can be in person or online.

Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking, or damaging belongings, tripping up, punching or using any sort of violence against another person.

Psychological: Behaviour likely to create a sense of fear or anxiety in another person.

Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel 'left out' of a game or activity, passing notes about others or making fun of another person.

Verbal: Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

Preventing bullying behaviour

PPP will foster an anti-bullying culture in the following ways:

- By creating a safe space for people to be creative without fear of ridicule
- Encouraging caring and supportive behaviour
- Encouraging paired, group and teamwork
- Encouraging people to report bullying without fear
- Discussing the issues surrounding bullying with members, including why bullying behaviour will not be tolerated.

Responding to bullying behaviour

PPP acknowledges that despite all efforts to prevent it, bullying could possibly occur on occasion. Should such incidents occur, PPP will respond in accordance with the following principles:

- We will address all incidents of bullying thoroughly and sensitively
- Victims of bullying will be offered the immediate opportunity to discuss the matter with a member of the committee who will reassure the person and offer support

- They will be reassured that what they say will be taken seriously and handled sympathetically.

Committee members will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.

If applicable, parents of the bully and the victim will be contacted and made fully aware of the situation.

If another member witnesses bullying and reports this, members of the committee will reassure them that they have done the right thing. The committee will then investigate the matter.

If a committee member witnesses an act of bullying, involving children they will inform the Safeguarding Lead.

People who have bullied will be helped by discussing what has happened, establishing why the person behaved as they did. Committee members will help the person to understand why this form of behaviour is unacceptable and will encourage them to change their behaviour. A warning will be given declaring that the person may be forced to leave the group if the bullying behaviour continues or is repeated in the future.

If bullying behaviour persists, the bully will be excluded from PPP. A refund of membership fees will not be given.

All incidents of bullying will be reported to the Safeguarding Lead and logged.

Policy review

Probus Parish Players is committed to reviewing this policy on an annual basis.

- Date Created: September 2023
- Date ratified by the Committee: November 2023
- Date of last review: June 2026
- Next review date: June 2027