

# BAKEWELL **ARTS** FESTIVAL

## Workshops and Participatory Events Anti Bullying Policy

The aim of this anti-bullying policy is to ensure that children and young people learn and enjoy the arts in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Providing all issues of bullying are addressed young people are able to fully benefit from the opportunities available during BAF events.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

Young people who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in behaviour patterns, lacking concentration or truanting from school. Young people must be encouraged to report bullying in whatever environment.

BAF workshop leaders and volunteers must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

### **Implementation**

#### *Leaders/volunteers*

The following steps may be taken when dealing with incidents:

- \* If bullying is suspected or reported, the incident will be dealt with immediately by the workshop leader/volunteer who has been approached
- \* A clear account of the incident will be recorded and given to the Management Group
- \* A Director/teacher will interview all concerned and will record the incident
- \* Workshop leaders/volunteers will be kept informed and if it persists they will advise the Management Group
- \* Parents will be kept informed

- \* Punitive measures, eg exclusion from the activity, will be used as appropriate and in consultation with all parties concerned

### *Children/Young People*

Young people who have been bullied will be supported by:

- \* Offering an immediate opportunity to discuss the experience with a workshop leader/volunteer of their choice
- \* reassuring the child
- \* offering continuous support
- \* helping to restore self-esteem and confidence

Young people who have bullied will be helped by:

- \* discussing what happened
- \* discovering why the young person became involved
- \* establishing the wrongdoing and need to change
- \* informing parents or guardians to help change the attitude of the child

The following disciplinary can be taken:

formal warnings to cease offending  
exclusion from the workshop/event

### **Monitoring, evaluation and review**

The BAF Management Group and the Young People's Consultation Group will review this policy annually and assess its implementation and effectiveness.