



# Stockport Garrick Theatre (SGT) Anti-Bullying Policy

## Statement of Intent

Stockport Garrick Theatre (SGT) is committed to providing a caring, friendly and safe environment for all of its members. Bullying of any kind is unacceptable at SGT. If bullying does occur, all young people/children and adults/parent should be able to speak up and know that incidents will be dealt with promptly and effectively.

## The purpose of this policy statement is:

- to prevent bullying from happening between members, volunteers, children and young people who are a part of Stockport Garrick Theatre or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all members, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone involved with and on behalf of Stockport Garrick Theatre.

## Objectives of this Policy

- All members, volunteers, young people and parents/carers should have an understanding of what bullying is.
- All members and volunteers should know what SGT's policy is on bullying, and follow it when bullying is reported.
- All young people and parent/carers should know what SGT's policy is on bullying, and what they should do if bullying arises.
- As a society, we take bullying seriously. Members, volunteers, young people and parent/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## What is bullying?

Bullying is the use of aggression with the intention of hurting another person and includes a range of abusive behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally.

Bullying can be focused around issues, such as:

- Racism racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobia taunting because of, or focussing on the issue of sexuality
- Body insulting a person physically

Bullying can be acted out in a variety of ways, such as:

- Verbal name-calling, sarcasm, threatening, teasing, sexual comments
- Social spreading rumours, leaving people out, embarrassing people
- Physical pushing, kicking, hitting, punching or any use of violence
- Cyber all areas of internet, such as email, Facebook & internet chatroom abuse
- Mobile threats by social media, text messaging & calls misuse, camera & video facilities

## Why is it Important to respond to bullying?

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Young people and adults who are bullying need to learn different ways of behaving.

## We believe that:

- anyone involved with Stockport Garrick Theatre should never experience abuse of any kind.
- we have a responsibility to promote the welfare of all people, to keep them safe and operate in a way that protects them and respond promptly and effectively to issues of bullying.

## We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all people, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

## We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in Stockport Garrick Theatre is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding discussions with members, volunteers, children, young people and families who use Stockport Garrick Theatre about bullying and how to prevent it
- providing support for all members, volunteers, children and young people and families on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear anti-bullying procedures in place.

## Our discussions with members, volunteers, children, young people and families will focus on:

- members' responsibilities to look after one another and uphold the behaviour code
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.

## Responding to bullying

### We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

## Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our members, volunteers, children and young people
- welcoming new members to Stockport Garrick Theatre.

## Stockport Garrick Theatre will:

- Recognise its duty of care and responsibility to safeguard all children and young people from harm and will also safeguard members and volunteers.
- Promote and implement this Anti-Bullying Policy in addition to our Safeguarding and Child Protection Policy and our EDI Policy.
- Require all to read and endorse this Policy.
- Take action to investigate and respond to any reports of bullying from children, young people or members.
- Encourage and facilitate children, young people and members to play an active part in developing and adopting a code of conduct for behaviour
- Ensure that all Youth Leaders and members working with children and young people are given access to information, guidance and support on bullying

## Related policies and procedures

This policy statement should be read alongside Stockport Garrick Theatre's policies and procedures including:

- safeguarding and child protection policy and procedures
- equality, diversity and inclusion policy.

## Contact details

**Safeguarding Child Protection Team**    [annekemp@ntlworld.com](mailto:annekemp@ntlworld.com)

[helenedwards39@yahoo.com](mailto:helenedwards39@yahoo.com)

**Honorary General Secretary**    [generalsecretary@stockportgarricktheatre.co.uk](mailto:generalsecretary@stockportgarricktheatre.co.uk)  
(On behalf of the Board of Directors)

We are committed to reviewing our policy and practice at least once a year.