



Anti-Bullying Policy

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1. Statement of intent

The aim of the anti-bullying policy is to ensure that members can attend sessions in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly and safe environment for all of our members so they can have fun and develop new skills in a relaxed and secure atmosphere. If bullying does occur, all members should be able to tell and know that incidents will be dealt with promptly and effectively.

This policy only relates to members (the young people) attend sessions, workshops and rehearsals with the Phoenix Performers. If an adult leader or volunteer is being bullied or harassed, please refer to our Bullying and Harassment Policy.

2. Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life.

The Phoenix Performers wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore this policy promotes practices within the organisation to reinforce our vision, and to remove or discourage practices that negate them.

3. What is Bullying?

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Members 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 their engagement, lacking concentration or missing sessions.

3.1. Bullying can take many forms including:

- Physical bullying which can include kicking, hitting, pushing and taking away belongings;
- Verbal bullying which includes name calling, mocking and making offensive comments;
- Emotional bullying which includes isolating an individual or spreading rumours about them;
- Cyber- bullying where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
- Racist bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- Sexual bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- Homophobic and biphobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- Transphobic bullying occurs when bullying is motivated by a prejudice against people who identify as trans



- Disablist bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender

With the advance in new technologies, Phoenix is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately.

3.2. Some warning signs that a member is being bullied:

- Changes in engagement
- Appears anxious
- Regularly feeling sick or unwell.
- Reluctance to come to sessions.
- Clothes/bags torn or damaged.
- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful.
- Unhappiness.
- Loss of appetite.
- Not sleeping.
- Loss of weight.
- Seen alone a lot.
- Not very talkative.

3.3. Some reasons why people bully:

- Desire to appear powerful.
- Unhappiness.
- Feelings of inadequacy.
- Difficulties at home.
- Learned behaviour (They too have been bullied).

4. How to get help

4.1. Who members can talk to if they have any concerns about bullying?

- Any leader
- Any volunteer
- Another member (who should then pass the information onto a leader or volunteer)

Members can feel confident that any of the above will listen to their problem.

4.2. Members who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a leader of their choice
- Reassuring the member
- Offering continuous support
- Restoring self-esteem and confidence

4.3. Members who have bullied will be helped by:

- Discussing what happened



- Discovering why the member became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the member

4.4. Responses will vary depending on the nature of the incident, but may include:

- Peer support/peer mentoring
- Formal recording (racism, hbt)
- Use of Behaviour Agreement Contract
- Liaison with parents/guardian/social worker
- Temporary exclusion from Phoenix
- Permanent exclusion from Phoenix

5. Anti Bullying Procedures

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly

5.1. Leader and volunteer Responsibilities

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to SLT/Safe-guarding Team as appropriate
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within Phoenix and relevant outside agencies when appropriate
- To model the values Phoenix believes in from the mission statement
- To promote the use of interventions which are least intrusive and most effective.

6. Anti Bullying Strategies

- Regular promotion of anti bullying in sessions and workshops.
- Self esteem and confidence building activities
- A special e-mail address to report any incidents of bullying
- Strong leader-member relationships so members feel comfortable in reporting any issues

7. Anti-bullying advice to Parents / Carers

- A great deal of bullying is cyber-bullying.
 - Please regularly monitor your child's use of texting, Facebook, Twitter and other social media sites.
 - Access to these is out of our control
- TALK to your child on a regular basis, so any problem is easier to share
- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important



- If you believe your child is being bullied, or is a bully, talk to other adults at home or at Phoenix and explore the options.
- DON'T STAY SILENT
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve
- TRY to be co-operative with Phoenix and not be aggressive.
 - Without a good working relationship between parents and the school the situation could deteriorate, which won't help you or them
- ALWAYS remember that children can't solve bullying on their own.
 - They NEED the support of parents/carers and our school

REMEMBER – IT IS NOT YOUR CHILD'S FAULT

We are aware that ongoing issues that a member may have with other members in school, may be brought into Phoenix. We encourage all members to leave any issues or disagreements outside of Phoenix, outside of sessions. However, we appreciate that this isn't always possible. We will try to work with parents/guardians and members, but if an incident is already being dealt with in school it can be counteractive for us to also get involved. If you are aware of an ongoing issue between members, please let us know so that we can monitor the situation and step in, if necessary and appropriate.

8. Monitoring, evaluation and review

We will review this policy periodically and assess its implementation and effectiveness. The policy will be promoted and implemented throughout Phoenix.

