



Anti-Bullying Policy

This policy should be read alongside The Actor's Training Academy Behaviour Positive Participation Pathway Policy, which outline our general expectations and step-by-step behaviour support procedures.

The Actor's Training Academy (hereby referred to as TATA) is committed to providing a safe, inclusive, and supportive environment where every participant feels respected, valued, and able to take part without fear of bullying, harassment, or exclusion.

We believe that creativity and learning flourish when people feel safe to be themselves. Bullying in any form is not tolerated.

This policy applies to all students, staff, tutors, volunteers, parents/carers, and anyone involved in TATA activities, including sessions delivered in schools and external venues.

What We Mean by Bullying

Bullying is behaviour that is repeated, intentional, and has the effect of hurting, intimidating, or excluding another person.

It can include, but is not limited to:

- Verbal bullying (name-calling, teasing, insults, threats)
- Physical bullying (hitting, pushing, or any form of physical aggression)
- Emotional bullying (excluding others, spreading rumours, intimidation)
- Social bullying (deliberately isolating or ignoring someone)
- Online or digital bullying (messages, social media, group chats, or images)
- Discriminatory bullying (based on race, gender, disability, religion, sexuality, identity, or background)

Even single serious incidents may be treated as bullying depending on their severity.

Our Approach

At TATA, we take a proactive and supportive approach to preventing and responding to bullying. We focus on:

- Creating a culture of kindness, respect, and inclusion
- Encouraging positive relationships and teamwork
- Teaching empathy, communication, and self-awareness
- Addressing issues early before they escalate
- Supporting both those affected and those displaying concerning behaviour

Reporting Concerns

We encourage all participants, parents, and staff to report any concerns about bullying as soon as possible.

Concerns can be raised with:

- Lead practitioner
- Founder (Grace Welfare)
- School staff (where sessions are delivered in schools)

All concerns will be taken seriously and handled sensitively, fairly, and confidentially where appropriate. No one will be penalised for raising a concern in good faith.

How We Respond to Bullying

When a concern is raised, we will:

1. Listen carefully to all accounts of what has happened
2. Gather relevant information from those involved
3. Take immediate steps to ensure safety, where needed
4. Speak with those involved individually and calmly
5. Apply appropriate consequences and/or support measures
6. Inform parents/carers where necessary
7. Work to restore positive relationships where appropriate
8. Monitor the situation to ensure it does not continue

Our response will always focus on safety, fairness, and learning.

Support for Those Affected

We will support any student who has experienced bullying by:

- Providing a safe space to talk
- Offering reassurance and emotional support
- Taking steps to stop the behaviour
- Working with staff and parents/carers to ensure ongoing safety
- Monitoring wellbeing after the incident

Support for Those Displaying Bullying Behaviour

We also recognise that behaviour can be a result of unmet needs, misunderstanding, or lack of awareness.

Where appropriate, we will:

- Explain why the behaviour is unacceptable
- Support reflection and understanding of impact
- Encourage positive behavioural change
- Work with parents/carers and schools, if needed
- Put clear expectations and boundaries in place

Serious or repeated incidents may result in removal from sessions.

Preventing Bullying

We actively promote a culture that reduces the likelihood of bullying through:

- Clear expectations based on Be Respectful, Be Brave, Be Kind
- Positive role modelling from staff and tutors
- Encouraging collaboration and teamwork
- Building confidence, empathy, and communication skills
- Creating a safe and inclusive creative environment

Bullying in Schools and External Settings

Where sessions take place in schools or partner venues, we work in partnership with school staff to manage and respond to bullying concerns.

Depending on the situation, we may:

- Share relevant information with designated safeguarding or pastoral staff
- Follow school behaviour or safeguarding procedures
- Coordinate responses with school leadership
- Contact parents/carers in partnership with the school

Safeguarding

Where bullying concerns indicate a safeguarding risk, we will follow our safeguarding procedures and may involve external agencies where necessary. The safety and wellbeing of participants will always be our highest priority.

Review

This policy will be reviewed regularly to ensure it remains effective, relevant, and in line with safeguarding guidance and best practice.

This policy was adopted by: The Actor's Training Academy	Date: 1 st July 2026
To be reviewed: 1 st July 2027	Signed: GWELLFARE