



**Rhubarb**  
**Speech & Drama School**

**Anti Bullying & Behaviour Policy.**

## **What is Bullying?**

The Anti Bullying Alliance describes bullying as;

*“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”*

## **Rhubarb's stance on Bullying**

At Rhubarb, we pride ourselves on our classes being a safe and inclusive provision where all are welcome. We therefore have a Zero-tolerance policy on bullying of any kind.

Bullying is defined as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. This can be done in Physically, emotionally, in session, out of session, online or other. This includes doing anything that makes an individual feel unsafe or unwelcome in sessions.

All Rhubarb students have the right to enjoy their time with us free of bullying and harassment.

Anyone who feels bullied or intimidated has the right to expect that staff will listen to and act promptly and sensitively to deal with the problem.

We understand that the majority of our classes happen outside of school hours and that students may know each other outside of sessions, we therefore ask to be made aware of any incidents between students that impact sessions, Including incidents which occur inside /outside of school hours.

## **What will Rhubarb do if we suspect Bullying?**

If a suspected case of bullying is brought to our attention, we will take a number of steps;

Staff will try to determine if this is a one-off incident or it is a repeated / re-occurring act or is likely to happen again. If appropriate, we will speak with students involved and their parents to aid with this matter. Records will be kept of the incident in question.

### **One off Event**

If it is deemed that it was a one-off event, and preventative steps can be taken to ensure that it cannot happen again, Staff will ensure that the student is aware of their actions, and how their behaviour could be deemed as being inappropriate or bullying behaviour. In sessions we will then implement the following;

- Reminding students of our Zero tolerance Anti Bullying Policy.
- Separation; keeping the students in question apart when breaking off into group work.
- Checking in with parties involved to ensure that they feel it is being dealt with.

If after these steps bullying behaviour is continued, then the student in question will be asked to leave our provisions.

### **Re-occurring**

If the evidence suggests that the behaviour in question has happened more than once, or is likely to continue, the student in question will be asked to leave our provisions.

## **Signposting**

We encourage all students to make staff aware of any issues that happen in session asap. That is because it is more effective to be able to deal with any sessions directly, with those involved at the time of the incident, rather than trying to deal with it outside session hours.

Students can talk to any staff member they feel comfortable speaking to, if they should want to speak to a member of staff outside of earshot from others, their end of the hall can be used if deemed appropriate, students can ask staff; 'Can I talk to you please?' and staff will make it a priority to make time for the student.

Staff will challenge any forms of offensive or discriminatory language in session.

## **Student Behaviour Policy.**

At Rhubarb we encourage a respectful relationship between students and staff and encourage positive behaviour. All Rhubarb staff are briefed on behaviour management and have previous experience of working with Children and Young people.

We try to deal with any issues that arise in the space of the sessions and encourage both participants and parents to talk to us if they have any concerns.

If a student has made some bad choices in session regarding their behaviour, but it is deemed by staff that it can be dealt with in session, and the child doesn't necessarily need to be sent home, and if it is felt that the child could benefit from disciplinary measures. Then the following will be implemented.

**Step One; Verbal Warning(s)** - The child will be made aware of their behaviour and why it is not appropriate or acceptable and they will be reminded of our expectations. They will be given the opportunity to change their behaviour and they will be warned about step two and the actions that we will take if this continues.

**Step Two; Time away** – If verbal warnings are ineffective, the student will then be removed from the activity and will be asked to sit at the side and reflect upon their actions, staff will gage an appropriate length of time to be removed from activities. Staff will gently and calmly remind the student of our expectations before they are allowed to re-join activities. The child will be reminded that this is their final warning. If step two is implemented then the child's parent(s) will be made aware that this is the action we have taken.

**Step Three; Removal from session** - If the behaviour continues after Step one and Step Two, or if the behaviour in question becomes a regular or weekly occurrence, then contact will be made with the parent / guardians to make them aware of the situation and to try to find the best way forward.

We may invite the parents or guardians to come and observe a session to provide the opportunity to witness the behaviour and to see the strategies that we are putting in place to identify if any improvements can be made.

It might also be deemed that a week away/short break from sessions might be appropriate to allow for some time for reflection.

However, ultimately if the behaviour continues to be disruptive or dangerous, if staff are finding that our behaviour management strategy and techniques are ineffective and if the behaviour negatively effects the experience of other students, then Rhubarb reserves the right to ask that the student no longer attends sessions.

If you need to speak to Charlotte regarding any this Policy, or any matters of behaviour or bullying, please get in touch: [Charlotte@rhubarb-drama.co.uk](mailto:Charlotte@rhubarb-drama.co.uk)