



**PINK COW**  
**THEATRE**

# ANTI-BULLYING POLICY

REVIEWED:  
MAY 2023

DATE OF NEXT REVIEW:  
MAY 2024

## INTRODUCTION

At Pink Cow, we wish to provide a safe and enjoyable working environment for all our participants and staff which is why we enact a zero-tolerance policy towards bullying or anti-social behaviour of any kind. Bullying can be detrimental to young people, so it is our policy to ensure that bullying is quelled swiftly.

## AIMS & INTENT

- Produce a consistent approach to bullying.
- Outline the types of behaviour that are classed as bullying.
- Make clear each person's responsibilities regarding the prevention, reporting and eradication of bullying within the organisation.

## DEFINITIONS

Government guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or not spoken to).

There are five essential components of bullying:

### **INTENTION TO HARM**

Bullying is deliberate, with intention to cause harm.  
(e.g. Friends teasing each other in a 'good-natured' way is not bullying, but a person teasing another with the intention to deliberately upset them is bullying).

### **HARMFUL OUTCOME**

One or more people are hurt physically or emotionally.

### **DIRECT OR INDIRECT ACTS**

Bullying can involve direct aggression, such as hitting someone, as well as indirect acts, such as spreading rumours, lies or malicious gossip.

### **REPETITION**

Bullying involves repeated acts of aggression. An isolated aggressive act, like a fight, is not bullying.

### **UNEQUAL POWER**

Bullying involves the abuse of power by one or several people who are (perceived as) more powerful, often due to their age, physical strength, status or psychological resilience.

# PINK COW'S APPROACH TO BULLYING

Pink Cow staff will immediately challenge bullying or hurtful behaviour, such as verbal and physical acts including gestures or body language. In the first instance, staff are encouraged to reinforce the positive culture of Pink Cow and to refer to the standards of behaviours expected of all.

When working with Pink Cow, participants are reminded of behaviour that is considered unacceptable for all our projects, including:

- Persistent and serious disruption of workshops or rehearsals
- Violence towards people or property
- Prejudiced remarks or behaviour
- Physical and / or verbal abuse to others
- Deliberately ignoring or excluding people
- Gaslighting; including manipulation, leading someone to feel uncertain about themselves, being verbally supportive but acting obstructive, projecting one's own actions onto the victim, and making the victim feel like everyone else is against them.
- Convincing people to dislike an individual and encourage people to take part in the above behaviour.

Since every scenario is different, there can be no boilerplate method for dealing with cases of bullying, however, the steps below may be implemented where appropriate.

If bullying persists, Pink Cow staff will speak to the participant regarding their behaviour and how it affects the group, encouraging them to think about what they need to do to help continue with the project. Beyond this, parents / guardians will be notified of a participant causing frequent disruptions.

If a participant continues to behave in ways that we find unacceptable, they may be asked to leave the group.

# RESPONSIBILITIES

## **PARTICIPANTS**

Participants are expected to be kind and respectful to both those they are working with and anyone they encounter during their time with Pink Cow and in society as a whole.

## **PARENTS / GUARDIANS**

Parents / guardians are responsible for supporting their child to abide by Pink Cow's policies, actively encouraging their child to be a positive member of the group.

## **STAFF**

Staff must take bullying very seriously and seek to prevent it from taking place. They are responsible for challenging bullying or hurtful behaviour and speaking to individuals and / or the group about the consequences of hurtful behaviour.

If behaviour continues, they are to speak to the participant's parents / guardians to address the behaviour and report cases of persistent bullying to Pink Cow management, aiding to agree an action plan for addressing the behaviour.

Staff should also speak to the victim of bullying or hurtful behaviour to assess their needs and refer them to additional support if necessary.

## **PINK COW MANAGEMENT**

Pink Cow management is responsible for implementing and updating the policies in place to help to prevent bullying and for overseeing an organisation that does not condone bullying or any forms of abusive behaviour towards anyone.

They will ensure that all staff know how to identify and deal with incidents of bullying, set a supportive tone for the organisation, address issues arising around bullying, and investigate issues of bullying that cannot be challenged within the activity's sessions. In extreme cases where significant physical or emotional harm has occurred, contact external authorities and manage the incident in line with Pink Cow's *Safeguarding Policy*.

# REPORT BULLYING OR HURTFUL BEHAVIOUR

## **CONTACT RELEVANT MEMBER OF STAFF**

Participants and parents / guardians who feel that they or their child are victim to bullying or who are upset about the behaviour of another participant or staff member should report their concerns as soon as possible to the relevant member of staff involved with their activity. They will follow the responsibilities laid out above.

## **CONTACT PINK COW MANAGEMENT**

If participants or parents / guardians are not satisfied with the action taken by the member of staff, they should contact the Pink Cow Management. They will discuss the concern with the parent / guardian to find a mutually agreeable resolution.

If a Pink Cow staff member is accused of bullying, the Pink Cow Management is the first point of contact, who will address the concerns accordingly.

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