



Rhubarb Speech and Drama School's Anti Bullying &
Behaviour Policy.

This Policy was last reviewed and updated on 26.06.20

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 our classes are a weekend provision, and that students may know each other outside of sessions, we therefore ask to be made aware of any incidents between students that may bleed into sessions, so we can take appropriate measures. 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 a repeated act that has happened more than once / 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, the child in question will be issued with a warning. Staff will ensure that the student is aware of their actions, and how they 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 from each other when breaking off into group work.
- Checking in with parties involved to ensure that they feel it is being dealt with.

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

Re-occurring

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

Due to our school being a Saturday school, and the timeframe in which we are expected to deal with any issues that arise, communication may be via telephone, email or face to face regarding the above matters.

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, the room next door can be used if deemed appropriate and 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

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.

However, in the rare event of a child being deemed a danger to themselves/or to others they will be asked to leave the session and a phone call will be made to collect them.

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 – the child will be made aware of their behaviour and why it is not appropriate, they will be reminded of the action that we will take if they continue.

Step Two; Time away, the student will then be removed from the situation and will be asked to sit at the side and reflect upon their actions, staff will gauge an appropriate length of

time to be removed from activities, and staff will gently remind the student of our expectations before being allowed to re-join activities. The child will be reminded that this is their final warning.

Step Three; If behaviour continues after two warnings, then a phone call will be made home for the parent / carer to come and collect the child. If deemed appropriate and if there is an agreement from parents, it will be recommended that the child in question then misses a week of class to be able to reflect upon their actions.

If in session, step two is implemented, then the child's parent(s) will be made aware that this is the action we have taken.

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