

IBTS - EASY READ - Anti-Bullying Policy 2026

Core Commitment

The International British Theatre School (IBTS) provides a safe, supportive, and inclusive environment. We maintain a zero-tolerance approach to bullying and harassment of any kind.

Key Definitions

- **Bullying:** Repeated, intentional harm (physical, verbal, or emotional).
- **Harassment:** Unwanted conduct that causes humiliation or offence, often linked to protected characteristics (e.g., race, gender, disability).

Types of Abuse:

- **Physical:** Hitting, kicking, or damaging property.
- **Verbal/Emotional:** Name-calling, spreading rumours, or exclusion.
- **Online:** Misuse of social media or messaging to intimidate.
- **Discriminatory:** Harassment based on race, sexuality, or disability.

Prevention Strategies

Staff must proactively prevent bullying by:

- Sharing clear behaviour expectations with children and parents.
- Embedding respect and kindness into daily activities.
- Recognising early signs of bullying and intervening immediately.
- Encouraging children to report concerns to trusted adults.

Response Procedures

When an incident is reported or suspected, staff must:

1. **Listen and Reassure:** Take all concerns seriously.
2. **Record:** Document the incident in the Incident Log within 24 hours.
3. **Report:** Inform the Manager and Designated Safeguarding Lead (DSL) immediately.

4. **Investigate:** Support the DSL in sensitive interviews with witnesses and parties involved.
5. **Communicate:** Ensure parents of both the victim and perpetrator are informed.

Support and Sanctions

- **Victims:** Will receive follow-up emotional support and wellbeing monitoring.
- **Perpetrators:** Will be helped to understand the impact of their actions through behaviour-support interventions.
- **Consequences:** Sanctions will be implemented where appropriate; severe or repeated cases may result in exclusion.
- **Referrals:** If an incident involves criminal behaviour or a hate crime, the DSL will refer to the police or external agencies.

Policy Governance

This policy aligns with KCSIE 2025, EYFS (3.53-3.54), and the Equality Act 2010.

- Last Reviewed: May 01, 2026
- Next Review Due: May 01, 2027
- Policy Owner: Ben Whiteside, Director

