



ACHIEVE **YOUR** IMPOSSIBLE

# Bullying Policy

Liz Sifford  
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## CircusMASH

- Operates a zero tolerance to bullying, discrimination or negativity towards others.
- Promotes a safe space for all individuals irrespective of age, gender, ability, sexuality, political or religious beliefs, racial or ethnic origins.
- Aims to promote a cohesive community where all staff, mentors, volunteers and associates are expected to contribute to maintain an inclusive, welcoming space.

Disclosure of bullying behaviour will be treated as a safeguarding concern, in conjunction with the behaviour management policy and the bullying resolution procedures outlined below.

## Definition

Bullying is the intention to cause unhappiness in another person. It can involve any physical, psychological or verbal action by an individual or a group that is designed to scare, harm, or intimidate, another person. Bullying is typically systematic and intentional, it may be in person or online. It is often motivated by prejudice against particular groups.

## General

Where bullying has been alleged the anti-bullying policy should be enacted alongside, safeguarding and behaviour management policies.

Where staff, mentors or affiliates are subject to such practice they are advised to respond as follows:

- a) If the originator of the material is an employee they should consider resolving the matter directly with CircusMASH management or Board of Trustees
- b) If the originator of the material is a participant they should report this to Liz Sifford and the matter will be dealt with in accordance with the safeguarding and behaviour management policies as well as the code of conduct
- c) if the originator of the material is a contractor, client or visitor they should immediately report this to Liz Sifford
- d) if the originator of the material has no connection to CircusMASH they should consider reporting the matter to the police, and disclose to Circus Central manager to ensure their safety and well-being within the premises

## Prevention

Bullying is not acceptable within CircusMASH. We aim to prevent bullying with a cohesive approach between participants and staff.

## Participants

All participants are expected to work together to prevent bullying: participants are expected to tell mentors if they witness any bullying behaviours.

## Staff and Volunteers

Staff must be vigilant of bullying behaviours within their sessions. Should bullying behaviours be witnessed, staff must

- Consider their personal safety and the safety of the group prior to intervening. Consult with other staff if necessary before taking action
- Follow the Safeguarding policy and procedures
- The Safeguarding Officer will assess the nature of the suspicions or the disclosure.
- The Safeguarding Officer will decide on an appropriate course of action to resolve the situation

## Resolution

Where an allegation of bullying behaviour is made against a member, the safeguarding officer, in conjunction with other staff members will decide on the appropriate course of action to resolve the situation. CircusMASH reserves the right to implement measures, including barring the member, to safeguard participants.

Where bullying behaviour has been identified the Safeguarding Officer will

- Keep a written record of actions taken
- Work with relevant organisations and individuals to incur a satisfactory resolution (e.g. police/care workers/ support workers/ parents etc) Alternative resolutions to barring individuals include:
  - Speak with the victim and bully (ies) separately. Encourage the victim to share the impact of bullying. Share impact with the bully to encourage empathy and understanding of impact of their behaviour
  - Check in with bully to ascertain why the behaviour is occurring
  - Seek an apology from the bully
  - Work with the bully and victims carers/ support workers to develop a plan to change behaviour and check in with progress.
  - Insist on return of 'borrowed' items
  - Support the victim/ bully to access counselling