**Napier Repertory Players Inc**

**ANTI – BULLYING POLICY**

This policy should be used alongside Napier Repertory Players Inc’s Safeguarding Policy.

**Aims and Objectives**

Napier Repertory Players Inc (NRPI) aims to create an environment in which anyone participating in NRPI activities are psychologically and physically safe, and where bullying is regarded as unacceptable.

This policy aims to produce a consistent approach to bullying and to make clear the responsibilities of anyone participating in NRPI activities with regard to the prevention, reporting and eradication of bullying within NRPI. The policy will be reviewed every 2 years, and modified or supplemented in response to new legislation or on the advice of the NRPI committee and updated if necessary.

**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 (for example, being ignored or not spoken to).

Components that are perceived as bullying include:

* Intention to harm: bullying is deliberate, with the intention to cause harm. For example, 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 persons 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 malicious gossip.
* Repetition: bullying involves repeated acts of aggression. An isolated act may not necessarily be regarded as bullying.
* Unequal power: bullying involves the abuse of power by one or several persons who are perceived as more powerful, often due to their age, physical strength, or psychological resilience.

Other behaviour that is considered unacceptable for all NRPI activites, including:

* Persistent and serious disruption of workshops or rehearsals
* Violence – towards people or property
* Prejudiced remarks or behaviour

**NRPI’s Approach to Bullying or Hurtful Behaviour**

All NRPI participants will be asked to familiarise themselves with NRPI's policies, including the Safeguarding Policy, Anti-bullying Policy and Youth Policy.

The President has overall responsibility for implementing the anti-bullying policy.

The President will:

* ensure that all NRPI participants are aware of their obligations under the terms of this policy and promote the supportive nature of NRPI to make bullying less likely
* address any issues arising around reported bullying.
* record incidents and report them to the NRPI Committee
* In extreme cases, where significant physical or emotional harm has occurred, contact external authorities and manage the incident in line with NRPI’s Safeguarding Policy

NRPI participants should immediately challenge any behaviour that might be seen as inappropriate, bullying or discriminatory, or that might develop into bullying by referring to the standards of behaviour expected of all.

NRPI participants must report any behaviour perceived as inappropriate, bullying or discriminatory to the President. The President will then create a plan of action, as appropriate, to address the reported behaviour.

**Responsibilities**

NRPI participants must take bullying seriously, and seek to prevent it from taking place.

NRPI participants will report any behaviour that contravenes this policy to the President, a Committee Member, the Director or Production Manager. If the behaviour hasn’t stopped through initial intervention it must be ensured that the President is aware of the concern and the President will then:

* investigate any reported incident of bullying
* speak to the offender to address the behaviour
* speak to the victim of bullying or hurtful behaviour to assess their needs. If necessary refer the victim of bullying or hurtful behaviour to additional support (e.g, counselling)

The NRPI Committee is responsible for overseeing an organisational culture that does not condone bullying or behaviour that may lead to bullying. The Committee will:

* support the President in all attempts to eliminate bullying from NRPI.
* take seriously any incidents of bullying that occur, and support the President in managing them
* monitor any incidents of bullying that occur, and review the effectiveness of this policy.

**Reporting Bullying or Hurtful Behaviour**

1. Contact the President.

If an NRPI participant is accused of bullying, the President will share this accusation immediately with the Committee, who will be involved in addressing the concerns from the beginning.

2. Other persons to contact are:

A Committee Member, Director or Production Manager who will report the incident to the President.

If you are not satisfied with the action taken by the Committee Member, Director or Production Manager you should contact the President direct outlining your concerns.

3. The President will discuss the concern with the NRPI participant reporting the incident and, where appropriate, the Committee Member, Director or Production Manager to find a mutually agreeable resolution.

4. If the NRPI participant reporting the incident is unsatisfied with the actions taken by the President, they can raise a formal complaint with the NRPI Committee. Concerns should be written down and emailed or posted to the NRPI Secretary.

If bullying or hurtful behaviour cannot be addressed, the offender may be asked to leave any project they are involved in. If the behaviour is regarded as being of an extreme nature, the offender may be asked to forego their theatre membership. The President will explain the reasons they have been asked to leave and what they will need to do to re-join any NRPI project in the future.

Dated: 08th October 2018

Review Date: 08th October 2019