



Innovations Theatre School Anti-Bullying Policy

At Innovations Theatre School, we are committed to creating a safe, welcoming, and inclusive environment for all our students, aged 5 to 18. We believe that every student deserves to pursue their passion for theatre without fear of bullying or harassment. Our mission is to foster a community of respect, collaboration, and support where students can grow as artists and individuals.

Zero-Tolerance Anti-Bullying Policy

Innovations Theatre School has a zero-tolerance policy on bullying. Bullying of any kind will not be tolerated and will result in serious consequences for the student involved. We operate under a 2-Strike System:

1 Strike 1: On the first instance of bullying, a teacher will address the issue directly in a private conversation with the involved students. Parents or guardians will be notified of the incident.

2 Strike 2: If there is a second instance of bullying, the student will lose their place at Innovations Theatre School effective immediately. This decision will be made to ensure the continued safety and well-being of all other students.

What Constitutes Bullying?

Bullying includes any intentional actions or words intended to harm, intimidate, or degrade another student. Bullying can be physical, verbal, social, or cyber in nature. Examples of unacceptable bullying behaviours include, but are not limited to:

- **Physical Bullying:** Hitting, pushing, kicking, or otherwise physically intimidating a student.
- **Verbal Bullying:** Name-calling, teasing, or making offensive comments about another student's appearance, abilities, background, or interests.
- **Social/Relational Bullying:** Purposefully excluding or isolating someone, spreading rumours, or manipulating friendships to hurt someone's social standing.
- **Cyberbullying:** Sending hurtful messages, spreading rumours, or posting offensive content online about a student.

Why Bullying Is Not Tolerated

At Innovations Theatre School, bullying is incompatible with our core values of respect, empathy, and teamwork. Bullying behaviour, in any form, has a detrimental impact on both the individual and the community. It undermines students' confidence, their enthusiasm for learning, and their ability to feel safe in a creative environment. By enforcing this policy, we aim to protect our students' right to participate freely and expressively in a nurturing environment.

How We Handle Bullying Incidents

- **Incident Reporting:** Students are encouraged to report any bullying behaviour they experience or witness, whether inside or outside the classroom. Reports can be made to any member of the teaching staff, and all reports will be handled confidentially and taken seriously.
- **Parent/Guardian Involvement:** On the first incident of bullying, the parents or guardians of all students involved will be informed. We believe that addressing the issue in partnership with parents can help students understand the consequences of their actions.

• **Consequences:** The 2-Strike policy is designed to give students the opportunity to learn from their mistakes. However, we are firm in our resolve to provide a safe environment, so repeat offenses will result in the student's removal from Innovations Theatre School.

Examples of Unacceptable Behaviour

To clarify what behaviours are considered unacceptable, here are some examples specific to our theatre school environment:

1. Making fun of another student's performance or skills: Laughing, criticising, or making sarcastic remarks about another student's acting, dancing, or singing ability.
2. Exclusion from group activities: Deliberately leaving a student out of group activities or not including them in team projects to make them feel isolated.
3. Spreading rumours or gossiping about another student: Discussing personal or private information about a student in an attempt to harm their reputation or friendships.
4. Online harassment related to school activities: Posting negative comments, sharing photos or videos without permission, or creating group chats specifically to exclude or make fun of a student.

Our Commitment

By enforcing this Anti-Bullying Policy, Innovations Theatre School is committed to ensuring a secure, supportive environment where students can explore their talents, build friendships, and develop their confidence. We hold each student accountable for upholding this standard of respect, and we thank all students and parents for supporting our mission to end bullying.

Together, let's create an inspiring and safe space where every student can shine!

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