



## **Behaviour, Bullying and Discipline Policy**

### **Behaviour and Discipline**

Positive attitude, good behaviour and the cooperation of all children is vital to the success and happiness of the group, and therefore any disruptive, inappropriate or violent behaviour will not be tolerated.

Octopus Thornbury reserve the right to determine who is and who is not suitable to take part in our shows and drama sessions, and will take measures to provide a safe, constructive, supportive and encouraging environment for the children within the group.

We support a three strikes behaviour policy; if a child disrupts a rehearsal or show, he or she will be given a verbal warning by the director or person in charge. A second warning will result in parents being informed. If the problematic behaviour continues then parents will be informed that any further problems will result in the child being asked to leave the group, this will be confirmed in writing and a copy kept within the group's records.

However, we reserve a zero-tolerance policy regarding violence. In the case of violent behaviour parents will be contacted immediately to pick up the child.

### **Bullying**

Bullying is when one or more children target another child either verbally or physically in a manner that is unacceptable, and will have a physical or emotionally effect harming the victim, damaging their property or insulting/demeaning them.

Octopus Thornbury has a zero-tolerance policy to physical actions against others. These actions are disruptive and result in negative experiences for others.

Any complaints of bullying should be directed towards the director of a show and the Child Protection Officer as soon as possible by phone or email. Please include as much information about the incident as possible.

The director along with the Child Protection Officer will then follow up on the reported incident, speak to the children involved and take any necessary action to ensure that the incident is not repeated.

If the incident needs to be taken further then it will be referred to the Chair of Octopus Thornbury who should be responsible for the election of an independent committee who will investigate further.

If any concerns with regards to the behaviour, discipline or bullying arise with regards to an adult member of Octopus Thornbury then these should be communicated to the Chair. If the concerns are about the Chair they should be communicated to the Secretary of Octopus Thornbury.