Bullying

Bullying behaviour can be defined as repeated aggression, be it verbal, psychological or physical, which is conducted by an individual or group against others. Examples of bullying include teasing, hitting, extortion, taunting, threatening or online (cyber) bullying.

Bullying behaviour may take place in any setting whether it be in schools, the home, in a youth services setting or online. In the first instance, it is the responsibility of staff/ volunteers, facilitators, supervisors to deal with bullying which may take place within Garter Lane Arts Centre's venues or on Garter Lane Arts Centre's social media platforms. Garter Lane Arts Centre is committed to promoting safe experiences for children both in its venues and on its online platforms.

The more extreme forms of bullying behaviour would be regarded as physical or emotional abuse and are reportable to the statutory authorities. Incidents should be dealt with immediately and not tolerated under any circumstances.

Unwelcome behaviour

This can include favoritism, exclusion, sexual harassment and sexual innuendo, humiliating and embarrassing others, deprivation of basic rights and harsh disciplinary regimes.

Anti-Bullying Policy when working with Children at Garter Lane Arts Centre

Purpose

This policy aims to ensure that all children visiting Garter Lane Arts Centre are protected from bullying and that staff, teachers, facilitators and caregivers understand their responsibilities in preventing, identifying, and responding to bullying behaviour.

Scope

This policy applies to:

All children participating in our programs, activities, and groups or organisations using our venues where that group is running activities/programmes with and for children.

All staff, volunteers, facilitators, and visiting groups and companies, working with or near children

Definition of Bullying

Bullying is repeated, intentional behaviour that causes physical, emotional, or psychological harm. It involves an imbalance of power and can occur in person or online.

Types of Bullying

Physical: hitting, pushing, damaging belongings

Verbal: name-calling, threats, teasing, discriminatory remarks

Social/Relational: exclusion, spreading rumours, humiliation

Cyberbullying: harmful messages, online threats, posting private information, exclusion in digital spaces

Principles

Children have the right to feel safe, respected, and included.

Bullying will not be tolerated in any form.

All reports of bullying will be taken seriously and responded to promptly.

Staff ensure a child-centered, supportive, confidential, and unbiased approach.

Prevention Strategies

- Promote a culture of respect, empathy, and kindness.
- Establish clear behaviour expectations and review them regularly.
- Provide age-appropriate education on bullying, conflict resolution, and online safety.

- Garter Lane ensures that relevant staff Garda Vetted and receive training in child safeguarding and behaviour management.
- Garter Lane maintains proper supervision in all environments where it runs activities for and with children and teens
- Garter Lanes management team works with incoming companies, groups and organisations to assist them in maintaining proper supervision where that group or org. is running activities with or for children.

Responding to Bullying

When bullying is observed, suspected, or reported:

Immediate Actions

Ensure the child's safety and wellbeing.

Intervene calmly but firmly to stop harmful behaviour.

Provide support to the targeted child; listen without judgment.

Reporting

Staff must report incidents to their supervisor or safeguarding officer as soon as possible.

All incidents must be documented using the Garter Lanes incident reporting process.

Investigation

The safeguarding officer (or designated lead as per Garter Lanes Child Protection Policy) will:

- Gather information from all involved parties
- Ensure confidentiality
- Assess risk and determine appropriate actions
- This policy will be reviewed by Garter Lane senior management on a bi-annual basis. See Child Friendly Version Poster attached