

Little Red Kettle

Anti-Bullying Policy

Document Control

Organisation: Little Red Kettle

Document Title: Anti-Bullying Policy

Effective Date: January 2026

Review Date: December 2026

Approved By: Little Red Kettle Board

Related Documents: Child Safeguarding Policy, Code of Conduct and Behaviour, Complaints Procedure, Equality and Inclusion Policies

1. Policy Statement

Little Red Kettle is committed to providing a safe, inclusive, respectful, and supportive environment where all children, young people, staff, volunteers, artists, facilitators, and participants are treated with dignity and respect.

Bullying behaviour of any kind is not tolerated.

We recognise that bullying can have serious emotional, psychological, social, and physical effects. Little Red Kettle is committed to preventing bullying wherever possible and responding appropriately when concerns arise.

This policy supports our commitment to safeguarding, equality, wellbeing, and inclusion.

2. Purpose

The purpose of this policy is to:

- Promote a culture of respect and inclusion
- Prevent bullying behaviour
- Provide clear procedures for reporting and responding to bullying concerns
- Support individuals affected by bullying
- Promote awareness and positive behaviour
- Ensure concerns are managed fairly and consistently

3. Scope

This policy applies to:

- Children and young people

- Staff and employees
- Volunteers
- Facilitators and artists
- Contractors
- Board members
- Participants in Little Red Kettle activities
- Online and digital engagement connected to Little Red Kettle

The policy applies during:

- Workshops and rehearsals
- Performances and events
- Outreach activities
- Online sessions and digital communication
- Trips and off-site activities
- Any activity organised or facilitated by Little Red Kettle

4. Definition of Bullying

Bullying is repeated inappropriate behaviour, whether verbal, physical, social, psychological, or online, that intentionally harms another person or group.

Bullying can occur between:

- Children and young people
- Adults
- Adults and children
- Groups or individuals

A once-off incident may still be serious and should be addressed appropriately, even if it does not meet the definition of repeated bullying.

5. Types of Bullying

Physical Bullying

- Hitting
- Pushing
- Kicking
- Damage to belongings
- Intimidating physical behaviour

Verbal Bullying

- Name-calling
- Insults
- Threats

- Offensive comments
- Humiliation

Social or Relational Bullying

- Exclusion
- Spreading rumours
- Public embarrassment
- Manipulation of friendships or groups

Cyberbullying

- Offensive messages
- Harassment online
- Sharing harmful or embarrassing content
- Fake accounts or impersonation
- Exclusion through digital platforms

Discriminatory Bullying

Bullying related to:

- Race or ethnicity
- Gender
- Sexual orientation
- Disability
- Religion
- Socioeconomic background
- Family status
- Identity or appearance

6. Organisational Commitment

Little Red Kettle will:

- Promote respectful behaviour
- Encourage positive relationships
- Address bullying concerns promptly
- Support individuals affected by bullying
- Promote inclusion and equality
- Provide safe reporting procedures
- Ensure appropriate supervision
- Respond fairly and proportionately

7. Expected Behaviour

All individuals involved with Little Red Kettle are expected to:

- Treat others respectfully

- Promote kindness and inclusion
- Respect differences and diversity
- Support positive participation
- Speak up about bullying concerns
- Follow organisational policies and procedures

Individuals must not:

- Bully, harass, intimidate, or humiliate others
- Encourage or ignore bullying behaviour
- Use discriminatory or offensive language
- Share harmful online content
- Exclude others intentionally
- Retaliate against someone who reports concerns

8. Roles and Responsibilities

Management is responsible for:

- Promoting anti-bullying culture
- Ensuring procedures are implemented
- Supporting staff and volunteers
- Addressing serious concerns appropriately
- Reviewing the policy regularly

Staff and volunteers must:

- Model respectful behaviour
- Monitor behaviour appropriately
- Respond to concerns promptly
- Report bullying concerns
- Support participants affected by bullying

Children and young people are encouraged to:

- Treat others respectfully
- Speak up if bullying occurs
- Support peers positively
- Report concerns to a trusted adult

9. Reporting Bullying Concerns

Bullying concerns may be reported by:

- Children or young people
- Parents or guardians
- Staff or volunteers
- Participants or witnesses

Concerns may be reported verbally or in writing.

Reports should include:

- What happened
- When and where the incident occurred
- Individuals involved
- Witnesses where relevant
- Any supporting information

All concerns will be taken seriously.

10. Responding to Bullying Concerns

When bullying concerns are reported, Little Red Kettle may:

- Listen to all parties involved
- Record concerns appropriately
- Assess risks and impact
- Provide support to affected individuals
- Address behaviour with those involved
- Implement appropriate actions or consequences
- Monitor the situation

Responses will be proportionate, fair, and focused on safety and wellbeing.

11. Support for Individuals Affected

Little Red Kettle recognises the impact bullying can have.

Support may include:

- Listening and reassurance
- Supervision adjustments
- Supportive conversations
- Parental communication where appropriate
- Referral to additional support services if necessary

Individuals reporting concerns in good faith will be supported appropriately.

12. Cyberbullying and Online Safety

Bullying through digital communication or online platforms connected to Little Red Kettle is not tolerated.

Online expectations include:

- Respectful communication
- Appropriate use of digital platforms
- No sharing of harmful or offensive material
- No harassment or intimidation online

Online safeguarding procedures must be followed at all times.

13. Confidentiality

Bullying concerns will be managed sensitively and confidentially where possible.

Information will only be shared on a need-to-know basis.

Confidentiality cannot be guaranteed where safeguarding concerns or risks of harm arise.

14. Consequences of Bullying Behaviour

Consequences may include:

- Verbal warning
- Behaviour agreements
- Increased supervision
- Temporary removal from activities
- Parental involvement
- Formal disciplinary procedures
- Suspension or termination of involvement
- Referral to external agencies where appropriate

Responses will consider:

- Severity of behaviour
- Age and understanding
- Safeguarding concerns
- Impact on others

15. Safeguarding Considerations

Bullying behaviour may raise safeguarding concerns.

Serious concerns involving:

- Threats
- Exploitation
- Abuse
- Self-harm risks

- Discriminatory abuse
- Harmful sexual behaviour

may require action under the Child Safeguarding Policy and Procedures.

16. Training and Awareness

Little Red Kettle will promote awareness through:

- Staff guidance and training
- Behaviour expectations
- Positive culture and inclusion
- Safeguarding awareness
- Online safety education where relevant

17. Monitoring and Review

This policy will be:

- Reviewed annually
- Updated where necessary
- Communicated to relevant personnel
- Monitored to identify patterns or learning opportunities

18. Contact Information

Anti-Bullying Contact

Name: Eimear O'Leary
 Role: Director of Programming
 Email: eimear@littleredkettle.ie
 Phone: 051 349800

Designated Liaison Person (DLP)

Name: _____ As above
 Role: _____
 Email: _____
 Phone: _____

19. Approval

Name	Role	Signature	Date
<u>S. Cronin</u>	<u>Chair</u>	<u>[Signature]</u>	<u>28/01/2024</u>

Appendix A – Bullying Incident Report Form

Date of Incident	
Person Reporting	
Individuals Involved	
Description of Incident	
Witnesses	
Actions Taken	
Follow-Up Required	

Appendix B – Anti-Bullying Review Checklist

Item	Completed
Staff informed of policy	
Participants informed of expectations	
Bullying incidents reviewed	
Online safety guidance reviewed	
Safeguarding procedures reviewed	
Support measures evaluated	
Policy reviewed and updated	