

Anti-Bullying Policy: Unscripted

At Unscripted, we are dedicated to fostering a safe, inclusive, and supportive environment where every student feels valued, respected, and empowered to explore their creativity. Bullying, in any form, is unacceptable and will not be tolerated. This policy outlines our commitment to preventing bullying, protecting our students, and ensuring that Unscripted remains a positive and nurturing space for all.

What is Bullying?

Bullying is defined as repeated behavior that is intended to cause harm, distress, or fear to another person. It can be a single, severe act or a pattern of less severe acts. Bullying can take various forms, including:

- **Verbal Bullying:** Name-calling, teasing, taunting, insults, threats, spreading rumors, or making offensive remarks about a person's background, appearance, or abilities.
 - **Physical Bullying:** Hitting, kicking, pushing, tripping, spitting, or any other unwanted physical contact, as well as damaging or taking someone's belongings.
 - **Social/Relational Bullying:** Excluding someone from groups or activities, spreading gossip, damaging reputations, or manipulating social relationships.
 - **Cyberbullying:** Using electronic communication (e.g., social media, text messages, email, gaming platforms) to send hurtful, threatening, or embarrassing messages, images, or videos; spreading rumors online; or creating fake profiles.
 - **Emotional/Psychological Bullying:** Intimidating, coercing, manipulating, or repeatedly making someone feel unwelcome or worthless.
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Our Commitment

Unscripted is committed to:

- **Promoting a Culture of Respect:** We will actively promote values of empathy, kindness, respect, and inclusivity among all students, staff, and parents.
- **Promptly Responding to Incidents:** All reported incidents of bullying will be taken seriously, investigated thoroughly, and addressed promptly and effectively.
- **Supporting All Involved:** We will provide support to students who have been bullied, as well as to those who have engaged in bullying behavior, to help them understand the impact of their actions and learn more positive behaviors.

- **Confidentiality (within limits):** We will handle all reports with sensitivity and discretion, respecting the privacy of those involved as much as possible, while ensuring the safety and well-being of all students.
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Roles and Responsibilities

Students

- Treat everyone with respect and kindness.
- Refuse to participate in bullying behavior.
- Report any bullying they experience or witness to a trusted adult (teacher, director, or parent/guardian).
- Support their peers and stand up against bullying in a safe and appropriate manner.

Staff (Teachers, Directors, Administrators)

- Act as positive role models, demonstrating respectful and inclusive behavior.
- Be vigilant in observing student interactions and identifying potential bullying situations.
- Take all reports of bullying seriously and respond promptly and appropriately in accordance with this policy.
- Provide a safe space for students to report concerns.
- Educate students about bullying and reinforce positive behaviors.
- Communicate with parents/guardians about bullying incidents and resolutions when appropriate.

Parents/Guardians

- Support Unscripted's anti-bullying policy and reinforce its principles at home.
 - Encourage their children to report bullying incidents.
 - Communicate any concerns about bullying to Unscripted staff promptly.
 - Work collaboratively with Unscripted to resolve bullying issues.
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Reporting Bullying

If you experience or witness bullying, please report it immediately to:

- Your drama teacher
- Unscripted Director
- Your parent or guardian, who can then report it to Unscripted

Reports can be made verbally or in writing. All reports will be handled with care and respect.

Investigation and Resolution Process

Upon receiving a report of bullying, Unscripted will:

1. **Acknowledge the Report:** Confirm receipt of the report and reassure the individual that their concerns are being taken seriously.
 2. **Gather Information:** Discreetly and sensitively gather information from all parties involved, including the target of the bullying, the alleged bully, and any witnesses. This may involve separate interviews to ensure everyone feels safe to speak freely.
 3. **Assess the Situation:** Determine the nature, severity, and frequency of the bullying behavior.
 4. **Determine Appropriate Action:** Based on the investigation, Unscripted will determine the most appropriate course of action. This may include:
 - Mediation (if appropriate and all parties agree)
 - Disciplinary action for the student(s) engaging in bullying (e.g., verbal warning, temporary removal from class, suspension, or in severe cases, expulsion).
 - Support for the student who was bullied (e.g., counselling, strategies for building resilience).
 - Monitoring the situation to ensure the bullying does not recur.
 5. **Communicate Outcome (as appropriate):** While respecting privacy, Unscripted will communicate the general outcome of the investigation and the steps taken to the individuals who reported the bullying, ensuring they feel the situation has been addressed.
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Policy Review

This Anti-Bullying Policy will be reviewed annually by Unscripted leadership and staff to ensure its effectiveness and relevance. We welcome feedback from students, parents, and staff to continually improve our efforts in creating a safe and positive environment for all.

By adhering to this policy, we can collectively ensure that Unscripted remains a vibrant, respectful, and nurturing space where creativity flourishes.