



Anti-Bullying Statement

The Gaiety School of Acting encourages the promotion of a working, learning and social environment where all staff and students work positively and harmoniously together. The Gaiety School of Acting believes that all relationships in the work and learning environments should be free of bullying, intimidation and harassment. This applies particularly but not exclusively to relationships where one individual has authority over another.

Bullying is not a trivial matter and can manifest itself on a regular basis in all shapes and forms. Bullying by a student on a fellow student, a staff member on a student or a student on a staff member will not be tolerated by the Gaiety School of Acting.

It is the responsibility of every individual to ensure that bullying or intimidation does not occur at any level in the Gaiety School of Acting. All employees and students should be aware that bullying, which affects the dignity of people at work or school, is unacceptable and can be grounds for disciplinary action.

At the Gaiety School of Acting we do not tolerate bullying or harassment. The Gaiety School of Acting is passionately committed to enabling young children and adults to express themselves in a confident and creative manner. In order to do this we have a 'Charter of Rights' which protects the rights of each individual and underpins the ethos of learning and creativity in the school. Our aim is to ensure that the Gaiety School of Acting is a school where staff and students recognise and understand what is meant by bullying and then follow the procedures in place to minimise the risk of further incidents.

The aim of this policy is to eliminate all forms of bullying behaviour, to raise awareness of the effects of such behaviour on individuals and the learning environment and to promote a climate in which students and staff feel able to raise complaints of bullying without fear of victimisation.

Charter of Rights

Students have the right to:

- be able to tell a tutor about any incident of bullying without fear or being regarded as a tell-tale
- know that all complaints will be treated seriously and acted upon
- feel protected against the bully and their intentions
- feel safe and secure
- be able to walk around the school building without fear of anything or any person
- expect politeness from others
- be respected by others whatever their race, colour, creed, gender or sexual orientation
- not be picked on or ignored by teachers