

HAZZA THEATRE ACADEMY

Anti-Bullying & Positive Behaviour Policy

Effective Date: August 2026

Review Date: August 2027

Approved By: Harrison Tyler Horsfall – Founder & Academy Owner

1. Policy Statement

Hazza Theatre Academy is committed to providing a safe, welcoming, respectful and inclusive environment where every student can learn, perform and develop with confidence.

We believe that all students have the right to enjoy performing arts free from bullying, intimidation, discrimination and unacceptable behaviour. We actively promote kindness, respect, teamwork and encouragement in every class, rehearsal, workshop and performance.

Bullying, disruptive behaviour, aggression, inappropriate language or disrespect towards staff, volunteers or fellow students will not be tolerated.

Every concern will be taken seriously and dealt with fairly, consistently and proportionately.

2. Purpose

This policy aims to:

- **Promote a positive Academy culture.**
- **Prevent bullying and inappropriate behaviour.**
- **Encourage respect for everyone.**
- **Ensure all students feel safe and included.**
- **Provide clear procedures for reporting and responding to concerns.**
- **Explain the Academy's behaviour expectations and consequences.**

3. Scope

This policy applies to all Hazza Theatre Academy activities, including:

- **Weekly classes**
- **Show Team rehearsals**
- **Workshops and holiday programmes**
- **Technical and dress rehearsals**
- **Theatre performances**
- **Community performances**
- **Trips and external events**
- **Online Academy communication where applicable**

It applies to all:

- **Students**
- **Parents and carers**
- **Staff**
- **Freelance teachers**
- **Volunteers**
- **Visiting practitioners**
- **Anyone representing Hazza Theatre Academy**

4. Our Values

At Hazza Theatre Academy we encourage every student to:

- **Be kind.**
- **Show respect to others.**
- **Support fellow performers.**
- **Celebrate everyone's achievements.**
- **Listen to staff instructions.**
- **Use positive language.**
- **Include others.**
- **Look after Academy property and venues.**
- **Represent the Academy positively.**

Every student deserves to feel welcomed, valued and respected regardless of age, ability, disability, race, religion or belief, sex, gender identity, sexual orientation or background.

5. What is Bullying?

Bullying is behaviour that intentionally hurts, intimidates or humiliates another person. It is often repeated over time, although a serious one-off incident may also be treated as bullying.

Bullying can be:

Verbal

- **Name calling**
- **Insults**
- **Threats**
- **Offensive comments**

Physical

- **Hitting**
- **Kicking**
- **Pushing**
- **Damaging belongings**

Social or Emotional

- Excluding others
- Spreading rumours
- Deliberately embarrassing someone
- Intimidation

Cyberbullying

- Abusive messages
- Social media harassment
- Sharing images without permission
- Fake accounts
- Online intimidation

Discriminatory Bullying

Bullying relating to a person's:

- Disability
- Race or ethnicity
- Religion or belief
- Sex
- Gender identity
- Sexual orientation
- Appearance
- Family circumstances

Discriminatory bullying will always be treated as a serious matter.

6. Behaviour Expectations

Students are expected to:

- Treat everyone with kindness and respect.
- Follow instructions from Academy staff.
- Behave responsibly during classes and performances.
- Respect venues, costumes, props and equipment.
- Use appropriate language.
- Support fellow students.
- Report bullying or unsafe behaviour to a trusted adult.

Parents and carers are expected to support these expectations and encourage positive behaviour both inside and outside the Academy.

7. Reporting Concerns

Students are encouraged to speak to:

- **Any member of Academy staff.**
- **The Academy Owner.**
- **A trusted adult.**
- **Their parent or carer.**

Parents and carers should report concerns as soon as possible so they can be investigated promptly.

All concerns will be treated seriously, sensitively and confidentially where appropriate.

8. Responding to Bullying

When a concern is raised, Hazza Theatre Academy will:

- **Listen carefully to everyone involved.**
- **Record the concern where appropriate.**
- **Investigate fairly and impartially.**
- **Support the student experiencing bullying.**
- **Speak with the student responsible for the behaviour.**
- **Inform parents or carers where appropriate.**
- **Monitor the situation.**
- **Take suitable action to prevent further incidents.**

Where bullying also raises safeguarding concerns, the Academy's Safeguarding & Child Protection Policy will be followed.

9. Behaviour Management Procedure

Hazza Theatre Academy is committed to providing a positive, respectful and inclusive environment for every student.

Where behaviour concerns arise, the Academy may implement the following graduated behaviour process:

Stage 1 – Verbal Warning

A member of staff will discuss the behaviour with the student, explain why it is unacceptable and remind them of the Academy's expectations.

Stage 2 – Parent or Guardian Contact

If the behaviour continues or is more serious, a parent or guardian will be contacted to discuss the concern and agree appropriate support and expectations moving forward.

Stage 3 – Temporary Suspension

Where behaviour does not improve, or where a more significant incident occurs, the student may be temporarily suspended from classes, rehearsals or Academy activities.

The length of any suspension will be determined by the Academy based on the circumstances.

Stage 4 – Permanent Removal

Where behaviour continues despite previous interventions, or where a student's behaviour poses a significant risk to the safety, wellbeing or enjoyment of others, Hazza Theatre Academy reserves the right to permanently remove the student from the Academy.

Any decision to remove a student will be made fairly and at the Academy's discretion.

10. Serious Incidents

Some behaviour is considered sufficiently serious that it may result in immediate suspension or permanent removal without progressing through each stage of the behaviour procedure.

Examples include, but are not limited to:

- **Physical assault.**
- **Threatening or intimidating behaviour.**
- **Serious bullying.**
- **Hate-related behaviour or discriminatory abuse.**
- **Deliberate damage to Academy or venue property.**
- **Behaviour that places another person at risk of harm.**
- **Serious misconduct during performances or rehearsals.**
- **Abuse or aggression towards staff, volunteers or visiting practitioners.**

The Academy reserves the right to determine whether an incident meets this threshold.

11. Working with Parents

Hazza Theatre Academy believes that positive relationships with parents and carers are essential in supporting young people.

Where behaviour concerns arise, we aim to work collaboratively with families to encourage positive outcomes wherever possible.

Parents and guardians are encouraged to review the Academy's:

- **Safeguarding & Child Protection Policy**
- **Behaviour Expectations**
- **Anti-Bullying Policy**

These documents are available on the Academy website.

12. Monitoring & Review

This policy will be reviewed annually or sooner if:

- **Legislation changes.**
- **Best practice guidance is updated.**
- **Academy procedures change.**
- **A significant incident identifies improvements.**

All staff, volunteers and visiting practitioners are expected to familiarise themselves with this policy and apply it consistently.

Policy Approval

Policy Name: Anti-Bullying & Positive Behaviour Policy

Organisation: Hazza Theatre Academy

Approved By: Harrison Tyler Horsfall

Position: Founder & Academy Owner

Effective From: August 2026

Review Date: August 2027