Anti-Bullying Policy for Heddington Amateur Dramatic Society

1. Policy Statement

Heddington Amateur Dramatic Society (HADS) is committed to providing a safe, welcoming, and respectful environment for everyone involved in our activities. Bullying in any form is unacceptable and will not be tolerated.

We are committed to ensuring that all members feel safe, valued, and supported.

2. Scope

This policy applies during all HADS activities.

This policy applies to:

- Members and volunteers
- Face to face interactions as well as online interactions related to the society, including social media, messaging apps, and email.

3. What Is Bullying?

Bullying is behaviour that is repeated, deliberate, or serious enough to cause distress, fear, or harm.

Bullying includes:

- Verbal abuse, shouting, insults, or name-calling
- Teasing, mocking, or belittling someone's abilities or appearance
- Spreading rumours or encouraging others to exclude someone
- Physical intimidation or inappropriate physical contact
- Misuse of authority or position
- Cyberbullying (messages, posts, or images shared online)
- Harassment related to age, disability, gender, race, religion, or any other personal characteristic

4. What Is Not Bullying?

- Constructive feedback given respectfully during rehearsals
- Reasonable direction or instruction from directors or production staff
- Differences of opinion expressed calmly and appropriately

5. Responsibilities

- The committee ensures a positive culture and responds to bullying concerns.
- Adults have a particular responsibility to act as role models.

- All members share responsibility for preventing bullying and reporting concerns.

6. Reporting Bullying

Anyone who experiences or witnesses bullying is encouraged to report it to a committee member or designated welfare/safeguarding lead as per the HADS complaints/concerns policy.

7. Useful Contacts

MASH – Wiltshire Council 0300 4560108

NSPCC Helpline 0808 800 5000

CPSU (Child Protection in Sport Unit) www.thecpsu.org.uk

ChildLine 0800 1111 / www.childline.org.uk

Kidscape www.kidscape.org.uk

Anti-Bullying Alliance www.antibullyingalliance.org

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Approved on Behalf of the committee by the Chair

Signed: Jackie Williams

Date: 9.2.2026