



STAGE STARS Relationship Policy (Positive Behaviour & Anti-Bullying)

1. Policy Statement

Stage Stars is committed to creating a safe, supportive and inclusive environment where all children, young people and adults feel valued and respected.

We promote positive relationships built on kindness, teamwork, encouragement and mutual respect. Bullying, intimidation or discriminatory behaviour of any kind will not be tolerated.

This policy applies to all participants, volunteers and adults involved in Stage Stars activities.

2. Our Values

At Stage Stars we promote:

- Respect for others
- Kind and supportive communication
- Teamwork and collaboration
- Celebration of diversity
- Personal responsibility

We expect all members to contribute positively to our theatre community.

3. Expectations of Behaviour

Participants are expected to:

- Listen when others are speaking.
- Follow instructions from volunteers and leaders.
- Use appropriate language at all times.
- Respect personal space and boundaries.
- Take care of equipment and the venue.
- Support fellow cast members.

Volunteers will model positive behaviour and reinforce expectations consistently.



4. What is Bullying?

Bullying is behaviour that is repeated, intentional and causes hurt or harm. It can include:

- Verbal bullying (name-calling, teasing, threats)
- Physical bullying (pushing, hitting, damaging belongings)
- Social bullying (excluding others, spreading rumours)
- Online bullying (messages or posts intended to harm)
- Discriminatory bullying related to race, disability, gender, religion or other protected characteristics

Child-on-child abuse will be taken seriously and handled in line with the Safeguarding Policy.

5. Responding to Behaviour Concerns

Stage Stars will respond to behaviour concerns by:

1. Speaking privately with the child to understand what has happened.
2. Supporting restorative conversations where appropriate.
3. Informing parents/carers if behaviour is repeated or serious.
4. Putting supportive measures in place to improve behaviour.

Our aim is to educate and restore positive relationships rather than punish.

6. Serious or Persistent Behaviour

In cases of serious or repeated inappropriate behaviour, Stage Stars may:

- Issue a formal warning.
- Require a parent/carer meeting.
- Implement a behaviour agreement.
- Suspend participation temporarily.
- In extreme cases, withdraw a participant from the group.

Any safeguarding concerns arising from behaviour will be referred to the Designated Safeguarding Lead.

7. Inclusion & Equality

Stage Stars operates in line with the Equality Act 2010.

We celebrate diversity and will make reasonable adjustments to support children with additional needs. Discriminatory language or behaviour will not be tolerated.



8. Role of Volunteers

Volunteers are responsible for:

- Modelling respectful behaviour.
- Intervening early in minor disputes.
- Reporting serious concerns to the Designated Safeguarding Lead.
- Recording incidents where appropriate.

9. Policy Review

This policy will be reviewed annually or sooner if required.

Adopted: 18 February 2026

Next Review: 18 February 2027

Signed:

Scott Wieprecht
Stage Stars