



ANTI-BULLYING POLICY

Film'sCool (operated by McMaster Films)



SAFE

Young people come first.



RESPECTFUL

We listen, value and treat everyone fairly.



CREATIVE

We inspire, develop and have fun.



OUR VENUE

Williamsburgh Primary School, Paisley.



WE OPERATE UNDER A LETTING ARRANGEMENT WITH

Renfrewshire Council / OneRen and follow all their policies, procedures and site rules.



OUR COMMITMENT

Film'sCool is a place where everyone is treated with kindness, respect and fairness. Bullying is not accepted.



WHO THIS POLICY IS FOR

This policy applies to all staff, volunteers, young leaders, visitors, contractors, parents/carers and young people involved in Film'sCool activities.



REVIEW

This policy is reviewed annually or sooner if there are changes in law or guidance.

1. Our Commitment

Film'sCool is zero tolerance for bullying. We treat everyone with kindness, respect and fairness. We want everyone to feel safe, included and able to enjoy our activities.

2. What Is Bullying?

Bullying is when someone, or a group of people, repeatedly hurts, upsets or intimidates someone else on purpose.

This can be:



Physical

Hitting, kicking, pushing or taking things.



Verbal

Name calling, teasing, threats or hurtful comments.



Emotional

Leaving someone out, spreading rumours, being unfriendly.



Online

Sending hurtful messages or posting unkind things online.



Discrimination

Being treated unfairly because of who you are or your beliefs.

3. What Should I Do?



Tell a Staff Member

Talk to any member of staff or a young leader.



Talk to a Parent/Carer

You can always tell someone you trust at home.



Report It – We Will Take Action

We will listen, take it seriously and sort it out.



There is no blame in speaking up. We will listen, support and help. You are not alone.

4. How We Respond



We listen and take every report seriously.



We investigate fairly and quickly.



We support everyone involved.



We take action to stop bullying happening again.



We review what happened and learn from it.

5. Everyone Has a Role



Staff & Volunteers

Lead by example, listen and act.



Young People

Be kind, include others and speak up.



Parents/Carers

Talk to us and support our values.



Kindness. Respect. Inclusion. That's what makes Film'sCool.



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McMaster Films



[film.scool](https://www.instagram.com/film.scool)

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