



Anti-Bullying Policy

AN NUADHA PLAYERS

V0.1

23 April 2026



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Definitions

An Nuadha Players, a community theatre group based in Maynooth, Co. Kildare and owner of this document, associated processes and documentation. (hereafter “**An Nuadha Players**”, “**Group**”, “**Community**”).

Member(s), a person who has paid membership to An Nuadha Players.

Volunteers, person(s) who are not members of the Group but are involved in supporting the Group for events and shows. Example: Front of House Team, Backstage Team etc.

Service Providers, person(s) who are engaged by the Group to aid in our running of productions. Example: Musical Director, Choreographer, Lighting Engineer, Sound Engineer.

Committee, the elected body of responsible persons for the running and management of An Nuadha Players.



Introduction

An Nuadha Players are committed to providing a safe, inclusive, and respectful environment for all its Members, both adults and children. Bullying of any kind will not be tolerated within the group, whether it occurs during rehearsals, performances, meetings, or in any group-related communication, including online platforms.

What is Bullying?

Bullying is repeated behaviour, whether physical, verbal, or psychological, that is intended to hurt, intimidate, or humiliate another person. It can include, but is not limited to:

- Verbal abuse, such as name-calling, insults, or threats
- Physical actions, such as hitting, pushing, or unwanted physical contact
- Social exclusion or spreading malicious rumours
- Cyberbullying, such as sending hurtful messages or posting derogatory content online

Bullying may be carried out by individuals or groups and can be direct or indirect.

What is not Bullying?

Not all conflicts or disagreements constitute bullying.

Reasonable and constructive feedback, differences of opinion, or isolated incidents of misunderstandings are not bullying. Bullying involves a pattern of behaviour rather than a single incident, and intent to cause harm or distress is a key factor.

Responsibilities of the Community

Upholding this policy is a shared responsibility. Every individual within the An Nuadha Players community – regardless of role, experience or background – has a duty to:

- Promote and foster good relationships and to model good behaviour
- Be alert to possible incidences of bullying or exclusive behaviour.
- Speak up if you have a concern



What to do if you witness Bullying

If you witness bullying, it is important to act promptly:

- If you feel safe doing so, tell the person that their behaviour is unacceptable and ask them to stop
- Give a clear message to the person who is experiencing bullying behaviour that you have witnessed what happened and that they can feel free to talk to you or to another person in the group that they trust
- Keep a record of the incidents, including dates, times, and descriptions of what happened
- Report your concern as soon as possible to one of the following:
 1. The Group Leader (the person leading the rehearsal or activity)
 2. A designated safeguarding officer (John Bean or Saoirse Colfer)
 3. Any trusted Committee member

What to do if you experience Bullying behaviour

If you experience bullying behaviour, it is important to act promptly:

- If you feel safe doing so, tell the person that their behaviour is unacceptable to you and ask them to stop
- If the behaviour continues, tell the person that you will tell someone in the group what is happening (see below)
- Keep a record of the incidents, including dates, times, and descriptions of what happened
- Report your concern as soon as possible to one of the following:
 1. The Group Leader (the person leading the rehearsal or activity)
 2. A designated safeguarding officer (John Bean or Saoirse Colfer)
 3. Any trusted Committee member

All reports will be taken seriously and handled confidentially, in accordance with our safeguarding procedures, and our Child Protection Policy and Diversity, Equity & Inclusion Policy.

Support and Resolution

An Nuadha Players will provide support to anyone affected by bullying. Appropriate action will be taken following an investigation, which may include mediation, disciplinary action, or referral to external agencies where necessary.

Policy Review

This policy will be reviewed annually or as required to ensure its effectiveness and relevance. Members are encouraged to provide feedback or suggest improvements at any time.



Signature

This policy was adopted by the Committee and is enforceable from the last signed date of all signatories;

Signatories

John Bean

Signed

John Bean

Name

Chairperson

Position

23/04/2026

Date

Saoirse Colfer

Signed

Saoirse Colfer

Name

Marketing & Advertising Officer

Position

23/04/2026

Date

}

[Ailish Coghlan \(Apr 23, 2026 23:00:41 GMT+1\)](#)

Signed

Ailish Coghlan

Name

Secretary

Position

23/04/2026

Date