

## ANTI-BULLYING POLICY

### STATEMENT OF INTENT

**Spellbound Academy of Dance** works with children and vulnerable adults as a part of our activities including: dance classes, shows and other performances. The purpose of this statement is:

- To prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy applies to anyone working on behalf of **Spellbound Academy of Dance** including teachers, volunteers and temporary staff and it is ensured all new staff are made aware of this policy.

### WHAT IS BULLYING?

Bullying includes a range of abusive behaviour that is:

- Repeated
- Intended to hurt someone emotionally or physically

### WE BELIEVE THAT...

- Children and young people should never experience any kind of abuse
- **Spellbound Academy of Dance** has a responsibility to promote the welfare of all children and young adults in our care and to create an environment that is safe for them to learn in

### WE RECOGNISE THAT...

- Bullying in any form causes distress for all. It can affect a person's mental health and development and may cause significant harm
- All children and young adults, regardless of their age, gender, race, religion, beliefs, sexual orientation or disability, have the right to equal protection from all kinds of abuse
- Everyone at **Spellbound Academy of Dance** including teachers, parents, volunteers and students have a role to play in preventing bullying (including online bullying)

### WE WILL SEEK TO PREVENT BULLYING BY...

- Developing a code of behaviour that sets out how everyone involved with **Spellbound Academy of Dance** is expected to behave in all forms of contact including face to face, online and outside of our activities

- Having regular discussions with staff, volunteers, students and parents who are a part of our school about bullying and how to prevent it. The discussions focus on:
  - The responsibilities of everyone at **Spellbound Academy of Dance** in preventing bullying at our school
  - Practising skills with students such as listening to each other
  - Being respectful of everyone's differences
  - Making sure everyone is involved and no one is singled out
  - How to deal with problems in a positive way
  - Checking that our anti-bullying policies are working
- Ensuring all staff have appropriate qualifications and knowledge in safeguarding to be able to deal with all types of bullying including racial, sexist, homophobic and sexual bullying
- Putting clear and robust anti-bullying procedures in place
- Making sure our response to any bullying takes into account:
  - Needs of the person being bullied
  - Needs of the person displaying the behaviour
  - Needs of the bystander
  - **Spellbound Academy of Dance** as a whole
- Reviewing the plan every quarter to ensure the policy is up to date and working well for our students, staff and parents

**Spellbound Academy of Dance** recognises that bullying is closely related to how we treat and value diversity.

Our aim is to be proactive about:

- Promoting opportunities to learn and celebrate our differences
- Welcoming new members to our school
- Increasing the diversity within the school

## WHAT WILL HAPPEN IN THE EVENT OF BULLYING?

No bullying is tolerated at **Spellbound Academy of Dance** including:

- Physical pushing, kicking, hitting, pinching etc
- Name calling, sarcasm, spreading rumours and persistent teasing with the intent to hurt someone emotionally
- Racial taunts, ridicule or any other kind of racism
- Sexual comments and /or suggestions
- Unwanted physical contact

If a child states they are bullied, they will be given time to sufficiently explain what has happened. We endeavour to keep an open communication channel with our students and parents so that all information can be gathered surrounding the incident.

## PROCEDURES

- All bullying incidents should be recorded.
- Serious incidents should be reported to Parents/Guardians, and they be asked to meet to discuss the problem.

- The threats or actual incidents should be investigated thoroughly and stopped quickly.
- Attempts must be made to change the behaviour of the bully.

## OUTCOMES

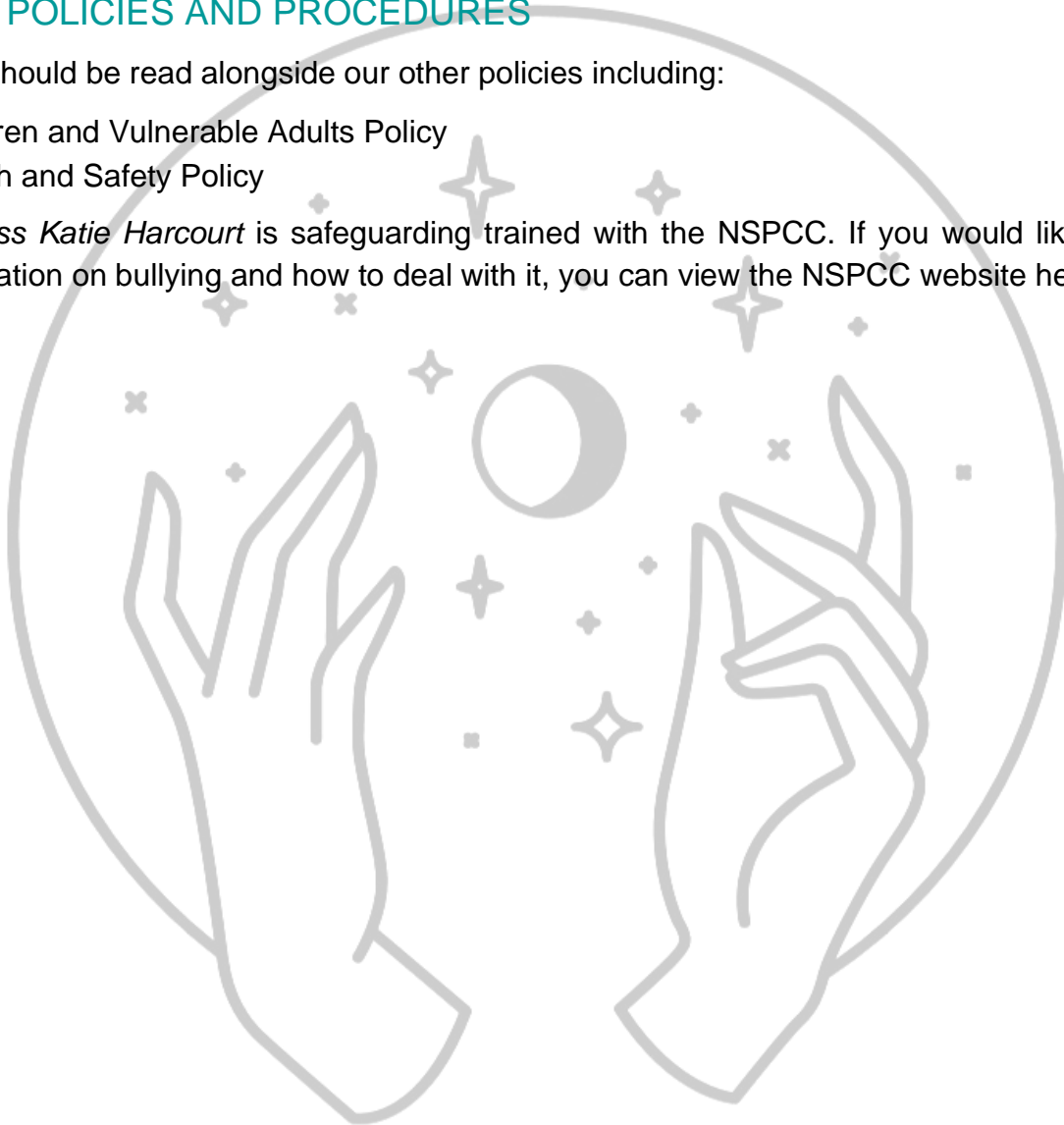
- The bully must be asked to genuinely apologise.
- In serious cases suspension or exclusion from the school should be considered.
- If possible, the pupils should be reconciled.
- Cases should always be recorded and monitored to prevent re-occurrence.

## RELATED POLICIES AND PROCEDURES

This policy should be read alongside our other policies including:

- Children and Vulnerable Adults Policy
- Health and Safety Policy

*Principal Miss Katie Harcourt* is safeguarding trained with the NSPCC. If you would like to read more information on bullying and how to deal with it, you can view the NSPCC website [here](#).



Policy Reviewed on: 29/02/2019

Reviewed by: Katie Harcourt

To be reviewed on: 29/05/2019