



## **"ANTI BULLYING POLICY"**

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## **Introduction**

All forms of bullying will be addressed. The Dance Collective has a zero-tolerance policy towards bullying. Bullying can include online as well as offline behaviour.

Bullying can include:

- ❖ physical pushing, kicking, hitting, pinching etc.
- ❖ name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation or the continual ignoring of individuals
- ❖ posting of derogatory or abusive comments, videos or images on social network sites
- ❖ racial taunts, graffiti, gestures, sectarianism
- ❖ sexual comments, suggestions or behaviour
- ❖ unwanted physical contact

Children with a disability, from ethnic minorities, young people of a different sexual orientation, or those with learning difficulties are more vulnerable to this form of abuse.

## **Where can I find available support for bullying?**

### **Support to the child:**

Children should know who will listen to and support them. Systems should be established to open the door to children wishing to talk about bullying or any other issue that affects them. Potential barriers to talking (including those associated with a child's disability or impairment) need to be identified and addressed at the outset to enable children to approach adults for help. Anyone who reports an incident of bullying will be listened to carefully and be supported. Any reported incident of bullying will be investigated objectively and will involve listening carefully to all those involved. Children being bullied will be supported and assistance given to uphold their right to learn and live in a safe environment which allows their healthy development. Those who bully will be supported to change their behaviour. Failure to do so will lead to temporary suspension from The Dance Collective. If the child returns to classes and displays the same behaviours this will lead to permanent exclusion from classes and workshops run by The Dance Collective.

### **Support to the parents/guardians:**

Parents/guardians should be advised on The Dance Collective's bullying policy and practice. Any incident of bullying will be discussed with the child's parent(s)/guardians. Parents will be consulted on action to be taken (for both victim and bully) and agreements made as to what action should be taken. Support should be offered to the parent(s) including information on other agencies or support lines.

## **Rights and Responsibilities of The Dance Collective**

### **The Dance Collective will:**

- ❖ Recognise its duty of care and responsibility to safeguard all students from harm.
- ❖ Promote and implement this anti-bullying policy in addition to our safeguarding policy and procedures.
- ❖ Seek to ensure that bullying behaviour is not accepted or condoned.
- ❖ Require all members of The Dance Collective to be given information about and to agree to this policy.
- ❖ Take action to investigate and respond to any alleged incidents of bullying.
- ❖ Encourage and facilitate children and young people to play an active part in developing and adopting a code of conduct to address bullying.
- ❖ Ensure that teachers/staff are given access to information and guidance on bullying.

### **Each student and staff member of The Dance Collective will:**

- ❖ Respect every child's need for, and rights to, a learning and creative environment where safety, security, praise, recognition and opportunity for taking responsibility are available.
- ❖ Respect the feelings and views of others.
- ❖ Recognise that everyone is important and that our differences make each of us special and should be valued.
- ❖ Show appreciation of others by acknowledging individual qualities, contributions and progress.
- ❖ Be committed to the early identification of bullying, and prompt and collective action to deal with it.
- ❖ Ensure safety by having rules and practices carefully explained and displayed for all to see.
- ❖ Report incidents of bullying they see – by doing nothing you are condoning bullying.