

# DanceTalent Studio Anti-Bullying Policy

## Statement of Intent

At DanceTalent Studio we are committed to providing a warm, caring and safe environment for all our children so that they can learn in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our dance school.

We take all incidents of bullying seriously.

Anyone who knows that bullying is happening is expected to tell the staff.

## Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of our dance school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance.

## What Is Bullying?

We believe that Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves.

Remember STOP - it happens Several Times On Purpose.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures),  
ridicule, humiliation
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks,  
making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any  
other forms of violence, taking or hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments

- Homophobic because of/or focussing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

The four main types of bullying are:

- 1) Physical (e.g. hitting, kicking, theft).
- 2) Verbal (e.g. name calling, racism)
- 3) Indirect (e.g. spreading rumours, excluding someone from social groups)
- 4) Cyberbullying (e.g. texting, social networking)

There are a range of sanctions available to the staff depending on the perceived seriousness of the situation. Some of these include:

- a) Discussions with parents and children
- b) Exclusion from the dance school. This is only used a matter cannot be resolved.

DanceTalent Studio will:

Monitor children's feelings

Support children who are being bullied by:

- Circle time with classes
- Keeping the profile of an anti-bullying ethos high within the dance school
- Raising awareness on social media

Help bullies to change their behaviour by:

- Circle time with classes
- Keeping the profile of an anti-bullying ethos high within school
- Having a named person who children know they can talk to

4) Take all reports of bullying seriously and find out the facts of any incident:

- 1) Meet those concerned individually
- 2) Use peer group pressure to actively discourage bullying
- 3) Involve parents at an early stage

- 4) Help children develop positive strategies and assertive techniques.
- 5) Record incidents of bullying in a consistent way that allows for monitoring of behaviour
- 6) Discuss with and involve children to discourage bullying
- 7) Involve the police where necessary.
- 8) Exclusion may be used if appropriate

#### Pastoral Advice

It is everyone's responsibility to prevent bullying. Here are some ways to assist as a parent.

#### PARENTS

It is always a good idea to take an active interest in your child's social life and chat about friends and their activities at DanceTalent and School . As well as keeping up to date with your child's friendships you may well learn of disagreements or difficulties. Children can become upset because of normal peer conflict and it is important to differentiate between this and bullying.

Watch for signs of distress in your children. There could be an unwillingness to attend dancing, headaches, stomach aches etc., toys or equipment going missing, requests for extra pocket money etc.

If you think your child is being bullied inform the principals or a member of staff immediately.

Remember it is everyone's responsibility to combat bullying. All reports will be investigated thoroughly and appropriate action taken.

What can you do if you are being bullied?

Whenever you are at DanceTalent, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.