

Anti-bullying policy

This policy is written in conjunction with Keeping Children Safe in Education (Sep 2021), the school's behaviour policy, online safety, equality and diversity policy, and safeguarding policies.

The school places clear emphasis on the duty for schools to guard against the negative impact on children's welfare, happiness and development, caused by peer on peer abuse. The Young Dancers Academy takes such abuse very seriously. Every student at Young Dancers Academy has the right to enjoy his or her learning and vocational training, free from any form of abuse or bullying whether in school; in the dance studio or in the community. Our school community will not tolerate any unkind action or remarks even if these were not intended to hurt. Any unkind actions or comments will be called 'bullying' and will be dealt with immediately.

Bullying at the Young Dancers Academy is defined as any conscious behaviour that causes distress to another individual or group. More specifically it is the wilful and usually repetitive, conscious desire to hurt, threaten, frighten, or intimidate one person or a group by others motivated by prejudice, differences or perceived differences. Bullying is often done for the bully's personal gain or gratification. It is a relationship that involves an imbalance of power between peers. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

At the Young Dancers Academy staff take action to prevent all abuse including discrimination, harassment, and victimisation within the school. It believes in and adheres to the Equality Act 2010 and to the schools where it is against the law to discriminate against person or person with protected characteristics. It is the duty of every teacher, student and parent to support this principle and to act upon it on all occasions. Students, parents, or any other person hearing of, involved in, or witnessing a bullying incident must report this to the Designated Safeguarding Lead or in their absence, a member of staff. Members of staff hearing of, involved in, or witnessing a bullying incident must report this to the Designated Safeguarding Lead/Deputy Designated Safeguarding Lead directly and/or using MyConcern. Bullying, Intolerance and abusive behaviour. This policy is supported by the school's Equality and Diversity policy.

The ethos of the Young Dancers Academy is to support our students' individual development in a small, school community based upon principles of tolerance and mutual respect. Intolerance and abusive behaviour may be said to include all acts that are deliberately cruel towards another member of the school community through:

- Physical intimidation and/or physical harm
 - Psychological abuse • Sustained teasing and verbal abuse
 - Racial, ethnic, sexual or religious comments or taunts
 - Rejection or deliberate isolation of a student by his /her peer group.
 - use of social media
- Prevention of Bullying, Intolerance and abusive behaviour It is the responsibility of the whole school community , students, staff and parents to express their disapproval of abusive behaviour whenever it is encountered.

It is the responsibility of the whole school community, students, staff and parents to work together to identify the behaviours linked with being bullied and report it to the DSL or Directors. Staff must report all safeguarding concerns on to MyConcern as well as to the DSL.

- friends alert staff of serious concerns;
- failure of the child to attend school.
- struggles in carrying out usual tasks in school life;
- physical injuries; o difficulties with mental health and/or emotional wellbeing;
- becoming withdrawn, shy, experiencing headaches, stomach aches, anxiety and/or panic attacks, suffering from nightmares or poor patterns of sleep;
- broader concerns about behaviour including alcohol or substance misuse;
- changes in appearance or attitude inappropriate to the child's age and previous behaviour;
- abusive behaviour towards others.
- social media concerns-peer on peer abuse

The school will provide clear and accessible reporting procedures that the whole school community can know how to use it.

- By monitoring carefully the hotspots and times when bullying could take place: changing rooms and lunch areas.
- Ensuring that through the school PSHE curriculum students learn:
 - What is bullying, cyber bullying, intolerance and abusive behaviour
 - The law regarding bullying and abusive behaviour.
 - Positive relationships
 - Differences are positive.
 - Discrimination is not acceptable.
 - To understand that they must take responsibility for what is said or done.
 - How to deal with bullying and abuse.
 - Who to report incidents to both inside and out of school.
 - Involvement in Anti Bullying Week
 - Signposting to organisations that can help.
 - Provide a cross curricular approach to anti bullying.

- A Behaviour and Code of conduct Policy and procedure which supports and develops an anti-bullying community. Supported by all these actions and by the whole community, the school will create an environment in which intolerance and abusive behaviour (whether single or in groups, whether active or passive) will not be tolerated and bullies are left in no doubt that they must change their behaviour.

If any student, parent or teacher believes that bullying is taking place, it is essential that this is drawn to the attention of the DSL or Directors at once. Such approaches will always be treated in complete confidence. While such matters will always be treated seriously, every effort will be made to provide prompt, sensitive and effective support for both victim and the perpetrator. Repeated or serious offences of this kind by particular students are likely to lead to suspension or even exclusion from the Young Dancers Academy.

- YDA's student safeguarding guidance inline with 'KCSIE 2021' is placed on both student boards and a copy kept in the staff offices and kitchen notice board for easy access for all school community.

Bullying Procedure

Students, parents, staff or any other person hearing of, involved in, or witnessing a bullying incident must report this to the Designated Safeguarding Lead, Directors or in their absence, a member of staff. The DSL will make initial investigation of the alleged incident to try and determine grounds for further investigation if necessary taking into account the following factors:

- Is the behaviour problematic and concerning?
- Is the behaviour socially acceptable?
- Is the behaviour socially acceptable within the context of the peer group?
- Does it involve a single incident or has it occurred over a period of time?
- Does it involve any overt element of victimisation or discrimination, eg related to race, gender, sexual orientation, physical, emotional or intellectual vulnerability?
- Does the behaviour involve an element of coercion or pre-planning?
- Does it involve a power imbalance between the child/children allegedly responsible for the behaviour and the child/children allegedly the subject of that power?
- Does it involve a misuse of power?
- Written records will be kept regarding all interviews and conversations; names of those involved; date and time taken.
- The DSL along with another member of the SMT will interview the victim maintaining confidentiality and no steps will be taken without the knowledge and support of the victim.
- Any witnesses will be interviewed to gain any corroborating evidence.
- If it is decided that bullying is taking place, the teacher will inform the perpetrator's parents, a record of the incident will be made and put on the student's file. The school will follow it's sanctions policy and everyone involved will be notified.
- Parents and staff will help the victim and work with the perpetrator on understanding and changing their behaviour.

- If the bullying continues, a meeting will be set up with the perpetrator’s parents and staff and together a plan will be drawn up.
- If bullying continues, another meeting will be called for and after consultation with all parties the student will be temporary suspended. All relevant parties will negotiate a contract for the students return.
- If this contract is broken, then the school has the right to permanently exclude the student.
- The school will follow it’s Sanctions policy, a copy of this is on the school’s website.

Malicious accusations against school staff

Any student found to have made a malicious (clear evidence to prove there has been a deliberate act to deceive and the allegation is entirely false) allegation against a member of staff. The student with their parents will see the Directors and may/will be excluded. The Directors, in consultation with the Chair of Trustees will decide whether an exclusion is appropriate and temporary or permanent.

Policy written by	Kerry Williams – Executive Director And the SMT
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