

# DANNI'S DANCE ACADEMY



## ANTI-BULLYING POLICY AND PROCEDURES

Date reviewed	July 2025	Next review	July 2027
Policy type	non-statutory	Review frequency	Every 2 years
Responsibility	All involved with Danni's Dance Academy		
Signed (Principal)	Name (Principal)  Danni Pillinger		

## **Policy**

It is the policy of Danni's Dance Academy not to accept any form of bullying within the Academy environment.

## **Definition**

Bullying is considered to be:

- Deliberately hurtful (including aggression)
- Repeated, often over a period of time
- Difficult for victims to defend themselves against (physically and emotionally)

Forms of bullying may include:

Physical	Any form of violence or threat, hitting, kicking or taking belongings
Verbal	Name-calling, sarcasm, spreading rumours, persistent teasing, making offensive remarks, insulting
Emotional	Excluding, tormenting, ridicule, humiliation, spreading rumours, ignoring, taunts, gestures
Equality Incident	<p>An Equality Incident is a form of bullying, but not all bullying is an Equality Incident.</p> <p>An Equality Incident is one where a person (or group) engages in an action, which discriminates against or serves to harass a person (or group) who has a protected characteristic or is perceived to have that characteristic. This could include comments or actions relating to disability (including mental health and physical impairment and learning disability); gender reassignment (transgender status); pregnancy and maternity; race; religion or belief; sex; and sexual orientation (including homophobic and biphobic comments and actions.</p>
Sexual	Unwanted physical contact, abusive comments
Cyber	<p>By text/video messaging, chatrooms, instant messaging, email and internet. This is becoming an increasing problem with the following main differences to other types of bullying: Can take place at any time (day or night), invades the home and personal space.</p> <p>The audience can be very large and reached rapidly.</p> <p>Cyber bullies attempt to remain anonymous.</p> <p>Cyberbullying incidents can be used as evidence.</p>

## **Aims and objectives**

- Bullying is wrong and significantly affects the individuals concerned (bully and victim) and the Academy environment. We therefore do all we can to prevent it, by developing an Academy ethos in which bullying is regarded as unacceptable.
- We aim, as an Academy, to produce a safe and secure environment where all can learn without anxiety.
- This policy aims to produce a consistent Academy response to any bullying incidents that may occur.
- We aim to make all those connected with the Academy aware of our opposition to bullying, and we make clear each person's responsibilities with regards to the eradication of bullying in our Academy.
- Parents / Carers will be kept informed when appropriate.

## **Measures to prevent bullying may include:**

- The sharing of relevant information with staff who will cover any children who need special care in the playground
- Exclusion of mobile phones in dance classes.
- When the word bullying is used by any party involved, a record is made and the Principal is alerted straight away, and a plan of action is discussed with parents.
- Reports of Bullying will be continually managed.

## **The role of the Principal**

- It is the responsibility of the principal to implement the Academy's anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the Academy's policy and know how to deal with incidents of bullying.
- The principal ensures everyone knows that bullying is wrong and that it is unacceptable behaviour in this Academy. The principal draws attention to this fact at suitable moments. For example, if an incident occurs, the principal may decide to gather a forum in which to discuss with the children why this behaviour was wrong.
- The principal ensures that all staff are sufficiently aware to be equipped to deal with all incidents of bullying.
- The principal sets the Academy climate of mutual support and praise for success, making bullying less likely. When children feel they are important and belong to a friendly and welcoming Academy, bullying is far less likely to be part of their behaviour.

## **The role of teachers**

- Teachers in our Academy take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep a record of incidents that happen in their class and make the relevant people aware.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied and the bully.
- Records of bullying are kept, including incidents of bullying that occur outside lesson time, either near the Academy or on the children's way home or to the Academy. If any adult witnesses an act of bullying, they should inform the Academy.
- The Principal should be made aware of any bullying concerns.

- If teachers become aware of any bullying taking place between members of a class, they deal with the issue immediately. Time is spent talking to the child who has been bullied and the bully: they explain why the action of the child was wrong, and they endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, they inform the principal. The child's parents are then invited into the Academy to discuss the situation. In more extreme cases, for example, where these initial discussions have proven ineffective, the principal may ask you to leave the school.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The role of parents**

- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- Parents have a responsibility to support the Academy's anti-bullying policy and to actively encourage their child to be a positive member of the Academy.
- Parents are expected to follow this policy.

### **Monitoring and review**

This policy is monitored and implemented on a day-to-day basis by the principal, who will continuously review the effectiveness of the policy.