
Safeguarding: Anti-Bullying Policy

Policies and Procedures

bbodance 2022-23

Introduction

bbodance will take action against any and all forms of bullying and cyber bullying. This policy statement applies to anyone working for or on behalf of bbodance including senior managers the board of trustees, paid staff, contractors, volunteers, sessional workers, agency staff, students and their parents / carers.

Rationale & Purpose

At bbodance we are completely opposed to bullying as it is contrary to the values and ethos of the organisation and the values by which we chose to conduct ourselves. All students have a right to learn in a supportive, secure and caring environment. Our organisation actively promotes positive interpersonal relationships between all students, staff, parents and the wider dance community. We recognise the significant harm that bullying can cause and the impact it can have on children and young people's health, development and wellbeing.

The purpose of this policy is to:

Prevent bullying from occurring between children and young people who take part in any of our activities or attend any of our events

To protect all children and young people from the experience of bullying by ensuring that if it does happen it is stopped as soon as possible and all involved parties receive support and guidance to facilitate reparation

To educate all who work with of for bbodance and all those who participate in our activities and classes about bullying, its impact and how to prevent it.

Our Principles

Everyone had the right to protection from harm

Everyone has a right to learn in an environment free from intimidation and fear.

The welfare of children is of paramount importance

Everyone at bbodance has a role to play in preventing bullying behaviour

Students or parents reporting bullying will always be listened to and supported

Reported incidents of bullying will be taken seriously and thoroughly investigated.

Definitions

Bullying is when individuals or groups seek to harm, intimidate or coerce someone who is perceived to be vulnerable (Oxford English Dictionary, 2020).

It can involve people of any age, and can happen anywhere – at home, school or using online platforms and technologies (cyberbullying). This means it can happen at any time.

Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions we have set out below.

Verbal abuse:

name-calling

saying nasty things to or about a child or their family.

Physical abuse:

hitting

pushing

other physical assault.

Emotional abuse:

making threats

undermining or belittling

excluding a child or young person from a friendship group or activities.

Cyberbullying/online bullying:

excluding a child or young person from online games, activities or friendship groups

sending threatening, upsetting or abusive messages

creating and sharing embarrassing or malicious images or videos

'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games

voting for or against someone in an abusive poll

setting up hate sites or groups about an individual

creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

Bullying can be a form of discrimination, particularly if it is based on a child's disability, race, religion or belief, gender identity or sexuality. (Taken from NSPCC)

Bullying can also be any other behaviour which intimidates, belittles or causes a child to feel frightened or in danger. Please see the bbodance safeguarding children policy.

Responsibilities regarding bullying

At bbodance we will:

Ensure bullying and approaches to addressing bullying are discussed on training and at staff meetings

Ensure that we foster a culture of diversity and inclusion

Ensure that our responses to bullying meet the needs of both the person being bullied and the person displaying the bullying behaviour

Ensure that anyone else effected by the bullying behaviour identified is also supported.

Ensure our approached to bullying are aligned with our policies on safeguarding children and E safety.

Ensure our equality policy reflects the ethos of bbodance and this anti bullying policy.

Our staff will:

Foster self-esteem, self-respect and respect for others in our students

Demonstrate the high standards of social behaviour we expect.

Discuss bullying with students, so that everyone learns about the damage it causes to both the child who is bullied and to the bully and the importance of disclosing bullying when it happens.

Be alert to signs of distress and other possible indications of bullying.

Listen to children who have been bullied, take what they say seriously and act to support and protect them.

Report suspected cases of bullying to our designated safeguarding officer Fiona Knowler.

Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.

Deal with observed instances of bullying promptly and effectively

Act in accordance with our safeguarding children policy

We expect our students to:

- Refrain from becoming involved in any kind of bullying
- Report to an adult any witnessed or suspected instances of bullying,

Anyone who becomes the target of bullies should:

- ask for help from a trusted adult

We ask parents and carers to support their children and bbodance by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to a trusted adult or to act on their behalf and contact Fiona Knowler at bbodance.

Advising their children not to retaliate violently to any forms of bullying.

- Inform bbodance of any suspected bullying, even if their children are not involved;
- Co-operate with bbodance, if their children are accused of bullying, try to ascertain the truth.
- Point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

Procedures for dealing with bullying behaviour

· Steps will be taken to support and respond to the needs of both bullied and bullying pupils. We will listen to everyone and act to best support them.

- Records will be kept of all reports of or witness incidents of bullying.

The designated safeguarding lead for bbodance, Fiona Knowler, will be informed.

Action which may be taken:

- Contacting parents/carers of all pupils concerned in the bullying incident, unless to do so would be unsafe
- speak to all children involved about what happened and what they would like to happen next and act accordingly
- ensure all children are supported following their experiences of being bullied, witnessing bullying or carrying out bullying behaviour.
- Sanctions may be imposed on the child who has carried out the bullying behaviour but these must be appropriate and proportionate

Ongoing monitoring of the situation to ensure it has been successfully resolved

- Contacting relevant professionals: In serious incidents we may act to seek advice from other services or may feel the need to refer incidents as stated in our safeguarding policy

When responding to bullying that does not happen at bbodance events:

Sometimes children will make us aware of bullying that has happened in other aspects of their lives. Where this happens in addition to the points raised above

Information will be shared with the bbodance safeguarding lead who will information share with the child's parents/ carers and other organisations the child attends as appropriate.

When the bullying takes place online:

Make sure children know not to retaliate or reply

Talk with children about online safety for example privacy settings, how much information they chose to share, how to block individuals from their accounts, how to report issues on social media platforms

Check that bullying behaviour has not been further shared or circulated by that child or any one else and make every attempt to prevent further circulation by asking students to remove that material and contacting social media providers to ask them to remove the content.

Please also see the bbodance safeguarding children policy and e safety policy for further guidance.

This policy will be reviewed annually in August.