

NORTHERN DANCE CENTRE

ANTI-BULLYING POLICY

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The NSPCC provides summaries of the key legislation and guidance on:

Bullying – www.learning.nspcc.org.uk/child-abuse-and-neglect/bullying

Online abuse – www.learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse

Child protection – www.learning.nspcc.org.uk/child-protection-system

Northern Dance Centre works with children and families as part of its activities. These include Dance, Drama and Musical Theatre Classes.

THE PURPOSE OF THIS POLICY STATEMENT IS:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying

This policy statement applies to anyone working on behalf of Northern Dance Centre, including the Principal, Staff, Teachers, Volunteers, and student helpers.

WHAT IS BULLYING?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them

We recognise that:

- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying

WE WILL SEEK TO PREVENT BULLYING BY:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff about bullying and how to prevent it. These discussions will focus on:

- *Teacher's responsibilities to look after one another and uphold the behaviour code*
- *Practising skills such as listening to each other*

- *Respecting the fact that we are all different*
- *Making sure that no one is without friends*
- *Dealing with problems in a positive way*
- *Checking that our anti-bullying measures are working well*
 - providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, misogynistic, gender fluidity, homophobic and sexual bullying
 - putting clear and robust anti-bullying procedures in place
 - making sure our response to incidents of bullying takes into account:
- *The needs of the person being bullied*
- *The needs of the person displaying bullying behaviour*
- *Needs of any bystanders*
- *Our organisation as a whole*
 - reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term

WE RECOGNISE THAT BULLYING IS CLOSELY RELATED TO HOW WE RESPECT AND RECOGNISE THE VALUE OF DIVERSITY

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation

RELATED POLICIES AND PROCEDURES

This policy statement should be read alongside our organisational policies and procedures including:

- Child protection/Safeguarding policy statement
- Procedures for responding to concerns about a child or young person's wellbeing
- Dealing with allegations made against a child or young person

 Anti-Bullying Lead at Northern Dance Centre

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 Senior Lead for Safeguarding and Child Protection

Name: Amy Addison (Principal)
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We are committed to reviewing our policy and good practice annually

This policy was last reviewed on: 22nd October 2021

Signed: *Amy Addison*

Date: 22/10/21