



# Linzi Grace School of Dance

## **Anti Bullying Policy**

We, at Linzi Grace School of Dance pride ourselves on the relationships that are built within our community.

### **What is bullying?**

Bullying includes a range of abusive behaviour that is:

- Repeated
- Intended to hurt someone either physically or emotionally

This can be online/group chats/using social media (cyber) or face to face

### **We have a zero tolerance for bullying at LGSD.**

All incidents of bullying will be taken extremely seriously. Negative or unsupportive/unfriendly or unkind behaviour that does not meet this definition of bullying will be dealt with in accordance with the school's code of behaviour.

### **The purpose of this policy statement is:**

- to prevent bullying from happening between children and young people who are a part of LGSD 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.

LGSD recognises the very serious nature of bullying and the negative impact that it can have on the lives of pupils and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour.

## **We will seek to prevent bullying by:**

- The creation of our Dancers Promise that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, within and outside of our activities.
- Holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- Putting clear and robust anti-bullying procedures in place.

## **Our regular discussions with staff, volunteers, children, young people and families will focus on:**

- Group members' responsibilities to look after one another and uphold the Dancers promise
- 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.

## **Responding to Bullying that happens during LGSD time/supervision:**

1. We will arrange parent meetings of all children involved the 'bullies' and the 'bullied' to gather all the evidence and information. Whilst the situation is looked into temporary suspension of the student from the school may be needed dependant on circumstances.
2. Formal apologies will need to be made from anyone who has been using bullying behaviour to anyone who has been bullied
3. A restorative approach may now be explored to assist with the resolution
4. Depending on how the above steps have gone and taking into account everyone's feelings at this point we will decide if the students who were bullying are now able to return to classes or if the information we revealed during the investigations was too severe to enable them to return and in this case the student may be asked to leave the school permanently.

## **Responding to face-to-face bullying that does not happen at LGSD:**

### **In conjunction with the 4 points above:**

Sometimes children will make us aware of bullying that has happened in other aspects of their lives but from SDSD students. This is much harder for us to control when they are not under our supervision. We will ensure the parents are informed in this situation and ask that the parents monitor and deal with this situation accordingly and we will support in anyway we can when they are at dancing.

## **When the bullying takes place online outside LGSD time:**

### **In conjunction with the 4 points above:**

If we are informed of this, we will 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.

We will inform the parents if they are not aware and ask parents to monitor this, feedback to us and constantly check their social media platforms to ensure it has stopped. We will check that bullying behaviour has not been further shared or circulated by that child or anyone else and make every attempt to prevent further circulation by asking students to remove that material and we will advise parents to contact the social media providers to ask them to remove the content if needed.

## **When the bullying takes place within group chats on WhatsApp and snapchat or similar outside LGSD time:**

### **In conjunction with the 4 points above:**

If we are informed of this happening, we will inform the parents (if they don't already know) and ask for their chats to be monitored closely.

We may ask that individuals leave certain group chats or suggest they close them down altogether.

We will speak with the group involved about their chats and why further steps are now being taken and try and ensure they understand the impact of their messages

## **Diversity and inclusion**

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

### **We will be proactive about:**

1. Seeking opportunities to learn about and celebrate difference
2. Increasing diversity within our staff, volunteers, children and young people
3. Welcoming new members to our organisation.

Alongside the perpetrators and victims of bullying there are also often those who support the bully or try to protect the victim. There are also often bystanders to bullying events, who are also children and also effected by what they see. At LGSD dance we will work with ALL those involved to ensure bullying is addressed effectively and everyone is well supported.