



CITRUS DANCE

Anti-Bullying Policy

At Citrus Dance, we believe that all members of the community have the right to a learning environment free from intimidation, humiliation and hurt. We all share a responsibility to foster, promote and restore right relationships. We believe that bullying is unacceptable and we [students, staff and parents] all share a responsibility for preventing it. This policy provides clear procedures and strategies to prevent, reduce and respond to bullying.

POLICY FRAMEWORK

Citrus Dance strives to establish relationships which are grounded in love, compassion, reconciliation and justice. In witnessing these values we reject ideas, beliefs and behaviours which marginalise or victimise people.

POLICY CONTENT

Whilst there is no universally accepted definition of bullying, there is general consensus that Bullying behaviour:

- is deliberate and often repeated
- intends to cause fear, distress, hurt or harm to another
- is action by a more powerful individual or group over a less powerful individual or group

Bullying takes many forms, all of which will cause distress. Examples of bullying include:

- Physical - hitting, pushing, tripping, kicking, spitting on others etc.
- Verbal - teasing, using offensive names, ridiculing, spreading rumours etc.
- Non-Verbal - writing offensive notes or graffiti about others, using e-mail or text messaging to hurt others, rude gestures etc.
- Exclusion - deliberately excluding others from group, refusing to sit next to someone etc.
- Extortion - threatening to take someone's possessions, food or money etc.
- Property - stealing, hiding, damaging or destroying property etc.
- Cyber - any form of bullying which is carried out through electronic means such as mobile phones, email, chat room, social networking, 'sms', web page etc.

How do we prevent bullying at Citrus Dance?

We believe, based on research, that prevention strategies through education that involve the whole community [students, staff and parents] are more likely to reduce bullying. Therefore, at Citrus Dance we recognise that we all share the responsibility to prevent bullying.

At Citrus Dance we adopt the following strategies to prevent bullying:

- Explicit teaching and modelling of positive behaviours when required to address positive relationships, conflict resolution, resilience, bystander action etc.
- Regularly recognising and acknowledging students who demonstrate appropriate behaviours that promote and restore right relationships.
- Vigilant classroom, waiting room, homework room and transition supervision.
- A strong adult presence at Citrus Dance. The studio directors will always be at Citrus, along with another receptionist and teaching staff.
- An open door policy between the studio directors and parents. We encourage parents to speak to us regarding any issues at Citrus Dance.

At Citrus Dance students are encouraged to:

- take some positive action to stop the bullying if they observe an incident
- report the bullying incident to a teacher as soon as possible
- make it clear to their peers that bullying is not accepted

At Citrus Dance staff are expected to:

- take some positive action to stop the bullying when they observe an incident
- pass on information about any reported or observed bullying behaviours to the studio directors for further action

At Citrus Dance, parents are encouraged to:

- listen to their child and encourage their child to speak to their teacher / or the studio directors
- contact Citrus Dance if they have a concern

How do we respond to bullying at Citrus Dance?

Bullying is viewed as a major breach of the Citrus Dance behavioural expectations and therefore follow up action will align with our Behaviour Management and Student Discipline Policy.

Any reports of bullying will be investigated and appropriate action will be taken promptly. The response to bullying will include:

1. guidance and other support for the recipient of the bullying
2. guidance and support for 'bystanders', 'supporters' and witnesses of the bullying
3. age appropriate and consistent sanctions for the student who is bullied
4. interventions and support for the student who bullied included in a Behaviour Support Plan
5. where appropriate informing parents as stated in the policy and involving them in any action and follow up.

Procedures for investigating bullying and follow up

In discerning appropriate responses to bullying, the collective welfare of Citrus Dance will be balanced with the individual needs of the student.

- Preliminary interview(s) will be conducted to ascertain the specific nature of the bullying. These interviews should be with individuals initially (i.e. student being bullied, students witnessing bullying, student engaging in bullying behaviour, staff etc.).
- The initial interviews should focus on the safety of individuals. This should include a clear statement on the consequences if the bullying continues or if there are any reprisals as a result of the reporting of the incident, immediate preventative actions that will be implemented to avoid further incidents.
- Decisions will be made as to the level of severity of the incident and whether the parents of those involved need to be informed.
- Follow up interviews should focus on appropriate strategies to assist and support all involved.
- A record of the separate interviews should be kept.
- Regular monitoring and follow up with the students involved is necessary.
- Any further recurrence of bullying may result in an issue of warning. If a child receives three warnings they will be asked to leave Citrus Dance.

Date of policy: 21/01/2020

Review of policy due date: January 2021