



En Pointe Theatre Arts Anti-Bullying Policy

Who we are

En Pointe Theatre Arts is an independent dance studio based in Cardiff

Purpose

To ensure each student at En Pointe Theatre Arts enjoys an environment free from humiliation, intimidation, oppression and abuse

Principles

1. The anti-bullying policy for En Pointe Theatre Arts is founded on the basis of the rights and responsibilities and duties of the En Pointe Theatre Arts community
2. It is the responsibility of all staff and students in En Pointe Theatre Arts to believe it to be a place where they are cared for and protected
3. The principles referred to in the ethical behaviour policy underpin all the practices and processes that respond to issues of discrimination and bullying
4. Our emphasis on excellence,, dream, positivity and community across En Pointe Theatre Arts will ensure that any form of discrimination will not be tolerated
5. Clear communication between parents, carers, students and staff is central to ensuring that right and fair resolutions are reached.

What is bullying?

Bullying online is just as serious as face-to-face and will be treated equally.

Bullying behaviour is not limited to but can include:

- Being called names, teased, put down, or threatened face-to face and/or online
- Being hit, tripped, pushed or kicked
- Having belongings taken or damaged
- Being ignored, left out or having rumours spread about you (face to face and/or online)
- Sending abusive messages, pictures or images on social media, online gaming platforms or phone
- Behaviour which makes people feel like they are not in control of themselves or their lives (face to face and/or online)
- Prejudice-based bullying based on an individual's actual or perceived identity or circumstance

Bullying is a breach of children's rights and may occur in a variety of contexts:

- Asylum seekers and refugees
- Body image
- Disability bullying
- Gender and sexism
- Homophobic Bullying
- Homelessness
- Looked after children
- Peer pressure
- Racial bullying
- Religion and belief
- Sectarianism
- Young Carers

This should not, however, be seen as an exhaustive list, as there may be other contexts in which bullying can occur, including all protected characteristics set out in the Equality Act 2010.

The Equality Act 2010 makes it unlawful to discriminate against people with a 'protected characteristic'

These include:

- Age
- Disability
- Gender Reassignment
- Pregnancy and maternity
- Marriage and civil partnerships
- Race
- Sex / Gender
- Religion and belief
- Sexual orientation

Corrective responsibility for the success of the policy relies on three things:

1. Making explicit to all members of the community the purpose and principles on which En Pointe Theatre Arts anti-bullying policy is founded
2. Clarity of roles and responsibilities
3. Individual and collective accountability for consistent implementation of the Anti-bullying policy

Together

- Ensure that all students, parents and adults in En Pointe Theatre Arts know that bullying is completely unacceptable and if they help to stop it they will be supported
- Parents should take clear advice on how to look out for signs of distress and whom to contact if their child is being bullied

Teachers should:

- Watch for early signs of distress in students - deterioration of work, poor attendance, sudden illness, isolation, need to stay close to adults. These concerns should be passed on to the relevant parent or guardian

- Respond to the victim, offer help and put En Pointe Theatre Arts procedures into operation
- Make it clear to both the bully and his/her parents that this kind of behaviour is not acceptable in En Pointe Theatre Arts
- Use all students as a positive resource in the stopping of bullying. Peer groups will often be willing to help and support victims once the victims are recognised by a teacher. They can also help any students or newcomers feel welcome and accepted. Sexual and racial harassment also need to be discussed and dealt with.

Incident recording and investigations of bullying

- The bullied student should record the events in writing with dates. The following form needs to be completed for record purposes: https://docs.google.com/forms/d/1xy32K9Fvm64FEzUfFQPuiBD5vn_ifkvxHBmXnH6FQ-l/edit
- The bully should also record the events in writing. The following form needs to be completed for record purposes: https://docs.google.com/forms/d/1xy32K9Fvm64FEzUfFQPuiBD5vn_ifkvxHBmXnH6FQ-l/edit
- The teacher should record their discussions with both parties. The following form needs to be completed for record purposes: https://docs.google.com/forms/d/1xy32K9Fvm64FEzUfFQPuiBD5vn_ifkvxHBmXnH6FQ-l/edit
- The relevant member of staff will decide on a suitable sanction
- The parents/carers of the students should be sent copies of the reports, and these should be placed in the files of all students involved for a specified period of time
- The parents/carers of the students should be asked to respond in writing
- The issues shall be treated in accordance with our ethical behaviour policy
- If the bullying issue is with a staff member or has not been adequately dealt with, a report can be filed with the local social services

Children should be encouraged:

- To report an adult when someone is being bullied or in distress
- Inform an adult immediately if they do not wish to become involved themselves
- Reject bullies in their social group
- Follow the principles of the Ethical Behaviour Policy in supporting an atmosphere at En Pointe Theatre Arts that refuses bullying

- Parents and carers should:
 - Raise any change in behaviour of their children with En Pointe Theatre Arts staff
 - Treat any suggestion by their children that they may be being bullied seriously
 - Encourage their children to talk to a supportive adult they know if they cannot talk to their parents or carers

Monitoring and evaluation:

Monitoring and evaluation of this policy will take place once a year. The person responsible for this is:

- Danielle Emms, who can be contacted on:
 - danielle@enpointetheatrearts.co.uk
 - 07858572884

The success of this policy will be evident through:

- An atmosphere of collaboration, positivity and fairness throughout En Pointe Theatre Arts
- Student awareness that bullying in all its forms is not accepted or tolerated
- Staff who are vigilant and responsive to students who may be victims of discrimination and bullying
- Students who understand from an ethical perspective that bullying is wrong and not just through fear of sanction
- An atmosphere across En Pointe Theatre Arts which will enable students to learn, progress and flourish, secure in themselves and the community