

ROAM Dance School Anti-Bullying Policy

ROAM Dance teachers are committed to providing a caring, friendly and safe environment for all of our pupils. Bullying of any kind is not acceptable in our dance school. If bullying does occur, all pupils should be comfortable in reporting all incidents, and it is seen to be dealt with promptly and efficiently.

Bullying is a behaviour by an individual or group, repeated over time, that is intended to hurt another individual or group either physically or emotionally.

Bullying can include:

- Physical pushing, kicking, hitting, pinching etc
- Name calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation and the continual ignoring of individuals
- Sectarian/racial taunts, graffiti, gestures
- Sexual comments and/or suggestions
- Unwanted physical contact
- Cyber bullying

Children from ethnic minorities, disabled children, young people who are gay or lesbian or those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Everybody has the responsibility to work together to stop bullying the coach/volunteer, the parent/guardian, the child/young person. We are committed to the early identification of bullying and prompt, collective action to deal with it.

Our Bullying Policy for Students and Parent-Parent

STAGE 1 Procedures:

1. All bullying incidents should be recorded
2. Bullying incidents should be reported to Parents/Guardians, and a meeting may be arranged to discuss this further.
3. The teacher will sit down and listen to an explanation individually by all that are involved, and discuss the behaviour with them.
4. If possible, the students should be reconciled.
5. Cases should be monitored to prevent re-occurrence.

STAGE 2 Procedures:

1. All bullying incidents should be recorded and monitored
2. If bullying persists, parents will be invited in for a meeting to discuss. The bully will be asked to have a temporary break from dance classes for 14 days. Within these 14 days, fees will not be refunded. If more than one sides are to blame, all involved will be asked to have a temporary break from dance classes for 14 days. This break is intended to give the bully the opportunity to reflect on their behaviour, and to avoid confrontation. It is a 'cool off' period.

Stage 3 Procedures:

1. If bullying persists after Stage 1 and Stage 2, students will be asked to permanently leave the dance school. Classes missed that month will not be refunded and monthly fees will be discontinued once that month has come to an end.

Police may be involved at any stage if necessary

Bullying Policy for Teachers

If a parent/teacher is bullying a teacher from ROAM Dance School, Laura Edward reserves the right to ask the child to permanently leave the dance school. This will not include stages, and will be with immediate effect.