



Anti-Bullying Policy

APRIL 2016

The McKeown Irish Dance Academy is completely opposed to bullying of any kind and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All students of the dance school community have a right to learn in a secure and caring environment. In this document we have outlined our aims and procedures in relation to dealing with instances of bullying within our organisation.



Our mission

1.1 At the McKeown Irish Dance Academy we are committed to providing a warm, caring and safe environment for all our dancers so that they can learn and in a relaxed and secure setting. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. If bullying does occur, all pupils should be able to tell and appropriate adult and know that incidents will be dealt with promptly and effectively.

Our principles and aims

- 2.1 The McKeown Irish Dance Academy strictly adheres to the statements below:
- Pupils have a right to learn free from intimidation and fear.
 - The needs of the victim are paramount.
 - The McKeown Irish dance academy will not tolerate bullying in any form.
 - Bullied pupils will be listened to.
 - Reported incidents will be taken seriously and thoroughly investigated.

The definition of bullying

3.1 Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms;

- physical,
- verbal,
- making gestures,
- extortion, and
- exclusion.

3.2 Bullying is an abuse of power. It can be planned and organised, or it may unintentional. It may be perpetrated by individuals or by groups of pupils.

- 3.3 Bullying is any behaviour by an individual or group that:
- is meant to hurt- the person or people doing the bullying know what they are doing and mean to do it
 - happens more than once- there will be a pattern of behaviour, not just a 'one-off' incident
 - involves an imbalance of power- the person being bullied will usually find it very hard to defend themselves. It can be:
 - Physical, e.g. kicking, hitting, taking and damaging belongings
 - Verbal, e.g. name calling, taunting, threats, offensive remarks
 - Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
 - Cyber, e.g. texts, e-mails, picture/ video clip bullying, instant messaging (IM)

The responsibilities of pupils

- 4.1 We expect students of the McKeown Irish Dance Academy to;
- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.



- Intervene to protect the dancer who is being bullied, unless it is unsafe to do so.
- Report to a member of the academy team any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances of the bullying. Anyone who becomes the target of bullies should not suffer in silence, but have the courage to speak out.

The responsibilities of parents

- 5.1 We ask our parents to support their children and the dance academy by:
- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
 - Advising their children to report any bullying to Tara McKeown, Emily Redfearn or Suzanne McKeown.
 - Advising their children not to retaliate violently to any forms of bullying.
 - Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
 - Keep a written record of any reported instances of bullying

The responsibility of all

- 6.1 At the McKeown Irish Dance Academy, we have a responsibility to work towards the eradication of Bullying in all forms.

Procedures for dealing with incidents of bullying

- 7.1 **Action towards the bully(ies):**
- alleged bullies will be spoken to, help them to understand the consequences of their behaviour and an apology sought where required.
 - parents will be informed
 - provision of support for the victim's teacher
 - sanctions as necessary will be imposed
 - encourage and support the bullies to change their behaviour
 - meetings with parents will be scheduled to report on progress
 - written records of all actions taken to be kept
- 7.2 **Information to be obtained when suspicions or allegations are made:**
- child's personal details, name, age, date of birth (obtainable from enrolment form)
 - child's home address and telephone number (obtainable from enrolment form)
 - whether or not the person making the report is expressing their own concerns or those of someone else
 - the nature of the allegation, including date, times and any special factors relevant
 - a description of any visible signs of injury.
 - any behavioural changes.
 - details of any witnesses to the incident.
 - the child's account of events
 - time of parental involvement



- parental response
- full report of the alleged incident, who reported it, etc.