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**Anti Bullying Policy**

A definition of bullying - Actions or words that are intended to hurt or humiliate another person. It is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and damages individual children, therefore Select School of Dance do all we can to prevent it. The most effective way to combat bullying is by creating a community based on respect, with an ethos celebrating success and promoting good behaviour.

The four main types of bullying are:

* Physical (hitting, kicking, theft)
* Verbal (name calling, racist remarks)
* Indirect (spreading rumours, excluding someone from social groups)
* Cyber Bullying (sending malicious or damaging emails)

Aims and Objectives:

* Select School of Dance aim to produce a safe and secure environment with a positive and supportive culture amongst all pupils and staff
* This policy aims to produce a consistent response to any bullying incidents that may occur.
* We aim to make all those connected with Select School of Dance, aware of our opposition to bullying, and we make clear each person’s responsibility with regard to the eradication of bullying.

The following points are important in our management of bullying:

1. bullying in any form is unacceptable
2. early intervention is important
3. individuals must take responsibility for their own actions
4. parents should be informed
5. failure to deal with the bully will only encourage further aggression

If staff come across bullying then we will inform the parent/carer of the victim and the parent/carer of the perpetrator. With the parents/carers we will:

1. remain calm and remember we are in charge of the situation
2. take the incident or report seriously
3. listen to the victim, the perpetrator and any witnesses
4. take action as quickly as possible
5. make it plain to the perpetrator that their behaviour is unacceptable
6. encourage the perpetrator to see why their action was wrong and if they cannot, explain to them
7. encourage the perpetrator to see from the victim’s point of view.
8. depending on seriousness of situation we may impose sanctions on the perpetrator using the school’s code of behaviour

Both sets of parents will be informed of what action has been taken.