

ANTI-BULLYING POLICY

OUR COMPANY IS PART OF THE GRAVITY DANCE ACADEMY BUSINESS. THIS AIM OF THIS POLICY IS TO ENSURE THAT STUDENTS ARE INVOLVED IN A SUPPORTIVE, CARING AND SAFE ENVIRONMENT WITHOUT FEAR OF BEING BULLIED.

SCOPE:

What does the policy apply to?

The policy addresses bullying behaviour, harassment, and sexual harassment.

To whom will the policy apply?

This policy applies to all members of the dancing community including teaching staff, volunteers, students, parents, guardians, work experience and visitors in accordance with the Employment Equality Acts 1998 and 2004.

When will the policy apply?

The policy will apply to several time periods/activities including:

- During dance classes
- Dance Shows
- Dance Trips
- School Events
- Intervals/breaks during dance schedules
- Social networking/media and cyber technology sites such as Twitter, Facebook and texting that has a negative impact on the child within the dance classes.

Furthermore, the policy applies outside the school if the behaviour impacts upon any person's participation in our dance academy. It deals with negative behaviours and attitudes which arise or occur in the academy, and which affect the progress and sense of emotional wellbeing of students or other people at academy. The policy will outline the necessary steps to be taken when a bullying incident is reported. Bullying behaviours such as cyber bullying which break the law may be referred to the Gardaí.

RATIONAL:

Our dance community believes that each student has the right to feel free from fear and intimidation. Bullying is not tolerated. Bullying can be a secret activity and difficult to detect. To ensure that no student should suffer in this way, communication between home and the academy is very important.

RELATIONSHIP TO CHARACTERISTIC SPIRIT OF GRAVITY DANCE ACADEMY:

At Gravity Dance Academy we aim to nurture dancers of all abilities in a dedicated and caring environment where fairness, understanding, success and discipline is pursued, while building our dancers to be the best versions of themselves, benefiting them in all aspects of life.

MISSION STATEMENT:

Do you have a mission statement we can use?

GOALS/OBJECTIVES:

- To create a Dance Academy ethos which encourages all to disclose and discuss incidents of bullying behaviour in confidence.
- To affirm the right of all within the Academy to live a life free from bullying.
- To raise awareness of bullying as an unacceptable form of behaviour with management, teachers, students, parents/guardians.
- To create an Academy ethos that acknowledges, accommodates, and respects a diversity of persons in the dance community across the nine grounds covered by the equality legislation.
- To take practical actions to prevent incidents of bullying behaviour e.g., to ensure comprehensive supervision and monitoring measures through which all areas of Academy activity are kept under observation.
- To put into effect procedures for reporting and recording incidents of bullying behaviour.
- To put into effect procedures for investigating and dealing with incidents of bullying behaviour.

THE FOLLOWING DEFINITION OF BULLYING BEHAVIOUR HAS BEEN ESTABLISHED:

Bullying behaviour is deliberate and repeated aggression, verbal, psychological or physical, conducted by an individual or group against any person.

Bullying may take the forms of verbal bullying (attacks of a highly personal or sexual nature, which may be directed at a student's family, culture, race or religion, or the spreading of malicious rumours), physical bullying, gesture bullying (non-verbal threatening gestures which convey intimidatory or frightening messages), isolation, exclusion, extortion (demands for money, possessions or equipment, or forcing a student to steal), intentional diminishment, or cyber-bullying (the use of web-pages, e-mails and especially text messages to abuse, intimidate or attack a student). Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate.

However, in the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour.

It is not bullying when:

(1a) Students of about the same age and strength have the occasional quarrel or conflict.

(1b) A member of staff offers constructive or fair criticism of a student's behaviour or work performance.

All members of the Dance Academy, including external facilitators, are subject to this code, particularly the following relationships:

- Student to Student.
- Student to any Staff member.
- Staff member to Student.
- Parent to Staff member.
- Staff member to Parent.
- Staff member to Staff member.