

Nick's Dance School Anti-Bullying Policy

*N*ick's *D*ance *S*chool



October 2025

Purpose

At Nick's Dance School, we believe every child deserves to learn, grow, and dance in an environment that is safe, respectful, and inclusive. Bullying of any kind goes against the values of dance—teamwork, respect, and self-expression—and will not be tolerated in our classes, rehearsals, or events.

Definition of Bullying

Bullying in a dance class is **repeated, intentional behaviour** that uses an imbalance of power to cause emotional or physical harm to another person.

Bullying can take many forms, including but not limited to:

- **Physical Bullying:** Unwanted or uninvited physical contact such as pushing, hitting, kicking, or other physical aggression.
 - **Verbal Bullying:** Name-calling, humiliating comments, teasing, threats, sarcasm, or spreading malicious gossip/rumours.
 - **Emotional Bullying:** Intentionally excluding others, tormenting them, or making someone feel unwelcome or unwanted.
 - **Cyberbullying:** Using social media, text messages, emails, or other electronic means to cause pain, embarrassment, or distress.
 - **Bullying by Authority Figures:** Bullying can also occur when teachers or leaders tear students down, often disguising it as strict teaching. This behaviour is equally unacceptable.
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Zero Tolerance Stance

Bullying is unacceptable in all forms. We maintain a **zero-tolerance policy**: any incident of bullying, whether physical, verbal, emotional, or online, will be taken seriously and addressed promptly.

Responsibilities

Students

- Treat others with respect and kindness at all times.
- Stand up for classmates who may be experiencing bullying.
- Report incidents of bullying to a teacher or trusted adult.

Staff

- Safeguard all students in their care.
- Respond to reports of bullying calmly, fairly, and without bias.
- Provide appropriate support for the victim and address the behaviour of the student engaging in bullying.
- Model respectful, inclusive behaviour in all interactions.

Parents/Carers

- Speak with staff if they believe their child, or another child, is experiencing bullying.
- Support their child in understanding the importance of kindness, empathy, and inclusion.

Procedure for Handling Incidents

Reporting

Incidents may be reported by students, parents/carers, or staff.

Reports can be made verbally to a teacher or in writing (confidentially, if preferred).

Investigation

All reports will be taken seriously.

Teachers will investigate calmly, reflectively, and without bias.

The voices of both the victim and the alleged bully will be heard respectfully.

Support

Victims will be supported through reassurance, guidance, and monitoring to ensure their safety and well-being.

Students engaging in bullying will be supported to reflect on their behaviour and guided towards positive change.

Consequences

Consequences for bullying will be consistent, transparent, and appropriate to the situation, and in line with the **Disciplinary Procedures** as outlined in our Handbook.

These may include verbal warnings, temporary removal from class, meetings with parents, or in severe/repeated cases, suspension or exclusion from classes.

Promoting a Positive Environment

- **Open Communication:** We encourage students to talk openly with staff about any concerns without fear of being ignored or blamed.
- **Respect and Inclusion:** All students are to be treated with dignity and celebrated for their individuality and diversity.
- **Safety:** Our classes are a safe space where children can dance without fear of bullying or intimidation.

Review of Policy

This policy will be reviewed annually to ensure it remains effective and relevant. Any updates will be communicated to students, parents, and staff.