

# Anti Bullying & Behaviour Policy

## Integr8 Dance



### Introduction

Being part of Integr8 Dance is much more than an average dance school. We pride ourselves in being inclusive, welcoming and professional. We endeavour to provide an atmosphere and culture that encourages community and promotes dance. We expect students and families to also be part of this.

Integr8 Dance does not discriminate on background, ability, race or religion and regularly trains and monitors staff to maintain school teaching policies.

Aggressive, abusive or anti-social behaviour is not tolerated from any members of Integr8 Dance in any part of the premises or at any time, whether toward Integr8 staff, visitors or peers. All members of our community are encouraged to challenge bullying and to seek help for themselves or others if they feel bullying is happening. We recognise that anyone can be a victim of bullying, irrespective of their age.

### Definition of bullying

The Department for Education (DfE 2014) defines bullying as:

'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.'

Bullying can be:

- Physical
- Verbal
- Relational
- Indirect
- Cyber

e.g - kicking, hitting, taking and damaging belongings

e.g - name calling, taunting, threats, offensive or personal remarks e.g - Spreading stories, gossiping, excluding from social groups e.g-homophobic, disability, racial, sexist etc

e.g - emails, social media, videos/pictures etc (What is unacceptable offline should be unacceptable online - Internet Safety Green Paper October 2017)

### **Specific types of bullying are related to:**

- Race, religion or culture
- Special educational needs and disabilities
- Appearance or health conditions
- Sexual orientation
- Young carers or looked after children, or otherwise linked to home circumstances - Sexist or sexual comments/ behaviour.

We understand bullying to be the deliberate and persistent use of aggressive or unkind behaviour to hurt another person. It also implies an imbalance of power – the bully or bullies are older, or stronger, or larger, or more numerous, or more confident or more popular than their victim.

Bullying behaviour can be verbal, physical or both and an increasing amount of bullying is happening through the use of technology, known as 'Cyber Bullying'

### **At Integr8 Dance we will**

- Create an inclusive, welcoming and caring ethos within the school where people are accepted and recognised as individuals, regardless of age, status, race, gender, class, religion, culture, mental or physical ability or personal character
- Deal seriously and quickly with every known instance of bullying in a thorough, informed and positive way
- Lead by example
- Empower our students and families to develop an intolerance towards bullying and become more aware
- Work closely with victims and the perpetrators in supporting individuals and groups

### **Practice:**

- Good healthy relationships are taught and promoted by our teachers all through.
- All cases of bullying reported to staff, are taken seriously and an appropriate response is made.
- A central record is kept through the companies Managing Director. This will track any interventions, resolutions and outcomes that may apply.

- Bullying incidents are dealt with by the class teacher. Where persistent bullying occurs, senior colleagues and support agencies will become involved.
- Partnership with parents and carers is seen as a crucial element in working successfully over the issues of bullying. Parents will be kept informed throughout the whole process.
- Individual, restorative work will be given to both the victim and the perpetrator by the most appropriate team member. We understand that quite often there are other issues that are affecting students lives and we want to support them through what is happening.
- Any racial bullying should be recorded as a specifically racial incident (in accordance with Hampshire County Council Guidelines)
- If bullying continues, a diary of events should be kept in order to provide evidence for discussion with the pupil and his/ her parents.

### **Procedures:**

- Bullying incidents will be dealt with promptly
- Appropriate adults in the dance school will meet with individuals and take necessary statements and then log details through the appropriate channels.
- While teachers in the dance school have the power to discipline pupils for bullying that occurs during class time, Integr8 Dance are unable to impose any disciplinary sanctions for bullying that takes place outside of class time.
- Disciplinary steps will be carried out such as time out, official warnings, speaking with parents or suspension.
- Integr8 Dance will follow up to date guidelines by the Police and Hampshire County Council.

### **Behaviour Management Policy**

At Integr8 Dance we strive to make sure that we have a strong and consistent way of dealing with behaviour.

The behaviour expectations of a dancer in class are as follows:

1. Follows and Listens to Instructions
2. Takes part willingly and enthusiastically
3. Is polite to teachers and other dancers
4. Is respectful of the teachers decisions
5. Does not physically harm others

Classes can be run on a card system, if a child changes a colour card throughout the class teachers must be clear in making them aware of this. Each teacher will have cards in the following colours which they can use as a visual aid to help.

### **Green**

Every child starts the class on a green card regardless of behaviour from the previous week. A green card means they are following the behaviour expectations listed above and working hard in class.

### **Orange**

This is the first warning and should be issued if the dancer is continually breaking rules 1,2, 3 or 4. Dancers can go back to a green card by completing incentives decided upon by the class teacher.

### **Red**

This is a second warning and should be issued if dancers break rule number 5 or continue to break rules 1-4 whilst on an orange card.

At Integr8 Dance we do not shout at children, we understand that there are times where we need to raise our voices but we are aware that the more we might raise our voices the higher the volume of the class.

## **Consequences of Poor Behaviour**

If a dancer is on an orange card we allow them continue with the class as usual and will always give them an incentive to move back to a green card.

If a dancer is on a red card the child will be asked to sit out for 5 minutes. They can then join back in and can be moved back down to an orange and then again to a green card by completing incentives decided by the teacher.

If a child reaches a red card for more than 2 weeks in a row a conversation will be had with the child's parents.

## **Positive Behaviour**

Integr8 Dance will always want to encourage and reward positive behaviour. The following are rewards that we use are below:

Stickers - these can be awarded during/ at the end of class to dancers who have worked above the expectations of a green card.

Badges - Star dancer badges may be given out by teachers who believe a certain student has earned one during a class.

Certificates - at the end of term certificates may be awarded at the teachers discretion to dancers who throughout the weeks have consistently worked above the expectations of the green card.

Trophies - at the end of the school year one dancer from each class will be awarded a trophy at the Integr8 end of year party and awards event.

This policy is in place for consistency in behaviour between classes and teachers. We do understand that all teachers need to be flexible and accommodate many different dynamics in classes, however this policy shows that each class must be run according to the Integr8 Dance Code of Conduct.

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