ELEANOR MOSS SCHOOL OF DANCE
ANTI-BULLYING POLICY

The date of issue of this policy is August 2026. This policy will be reviewed annually or earlier if needed.

At Eleanor Moss School of Dance we are completely opposed to bullying as it is contrary to the values and ethos of the school and the values by which we choose to conduct ourselves. All members of Eleanor Moss School of Dance have a right to learn in a supportive, secure and caring environment. We all also have a responsibility to help create a secure and safe environment for others.

Our school actively promotes positive interpersonal relationships between all members of the school; staff, dancers, parents and the wider community.

Our Principles:

- Everyone has a right to learn in an environment free from intimidation and fear.
- The needs of any victim to bullying are our paramount concern.
- We will not allow bullying behaviour to take place in our school.
- Anyone reporting bullying will always be listened to and supported.
- Reported incidents of bullying will be taken seriously and thoroughly investigated.

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

Bullying could be recognised as:

- Physical violence such as hitting, pushing or spitting at another. Interfering with another person's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another person.
- Teasing or spreading rumours about another person or his/her family.
- Belittling another person's abilities and achievements.
- Writing offensive notes or graffiti about another person.
- Excluding another person from a group activity.
- Ridiculing another person's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

Or any other behaviour that intimidates, belittles or causes a child to feel frightened or in danger.

Please also see our school safeguarding policy.

The Teacher will:

- Foster in our dancers self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with classes if thought appropriate, so that dancers learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.

- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Make a record of any suspected cases of bullying and implement safeguarding procedures if required.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect someone who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- Anyone who becomes the target of bullies should not suffer in silence, but have the courage to speak out, to help themselves and others who may also be potential victims of bullying.

We ask our parents to support their children and the school 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 the dance teacher and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- 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.
- Inform the school of any suspected bullying, even if their children are not involved.
- Co-operate with the school, if their children are accused of bullying, try to ascertain the truth.
- Point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

Procedures for dealing with bullying behaviour:

Steps will be taken to support and respond to the needs of both bullied and bullying pupils. We will listen to them and act to best support them. Records will be kept on incident forms of all reports of or witnessed incidents of bullying.

Action which may be taken:

- Contacting parents/carers of all children concerned in the bullying incident.
- Investigation of the incident or allegations.
- Feedback to those concerned.
- Sanctions, which may result in dancers missing classes or ultimately being asked to leave the school.
- Contacting relevant professionals: In serious incidents we may act to seek advice from other services or may feel the need to refer incidents as stated in our safeguarding policy.

If you have any questions about this policy or concerns please contact Eleanor Moss at elliemossdance@gmail.com