**CHILD BEHAVIOUR & ANTI- BULLYING POLICY**At Taylor's Dance Company LTD (we, the school), a certain level of behaviour and conduct towards other students and staff is expected.

**1: Students are expected:**

* To be polite.
* To be on time for classes and events.
* To listen & follow the instructions of the TDC Team.
* To do their best.
* To show respect to their environment and others.
* To be kind to their fellow pupils & the TDC Team.

We work on the principle of recognising and rewarding good behaviour with praise and rewards.

**2: Dealing with Disruptions-**   
The TDC Team will apply the following actions when a pupil causes any disruption or distraction in the class or is unwilling to follow instructions.

* Calmly speak to the student to explain in an age-appropriate way why their behaviour is unacceptable.
* Ask the student to stop the behaviour and give a warning that if the behaviour continues they will sit out and have time to think about their actions.
* Invite the pupil to re-join the class
* Inform the parent/carer at the end of the class of the child’s unacceptable behaviour. They will be invited to discuss the future behaviour of their child and agree on joint strategies for monitoring.
* If there is no improvement the child may be asked to leave the school.

In extreme cases where physical violence, verbal abuse or intentional damage to property is involved, the sequence of actions outlined above may be bypassed and the Principal will be informed. Exclusion of the child from the school may be considered.

**3: Unacceptable Behaviour**  
Unacceptable, disrespectful, or aggressive behaviour by pupils, parents/carers, extended friends and family, staff or volunteers will not be tolerated and may result in immediate cancellation of enrolment with no refund or further discussion, or immediate termination of employment or contract.

**4: TDC Team**If a member of staff at Taylor's Dance Company has behaved inappropriately, they will be subject to our disciplinary procedures. Depending on the seriousness of the situation, they may be asked to leave. We may also make a referral to statutory agencies such as the police and/or the local authority child protection services.

If you become aware of any breaches of this code, you must report them to the Principal immediately.

**5: Anti- Bullying Statement**   
Taylor’s Dance Company LTD is completely opposed to bullying and will not tolerate it.   
It is entirely contrary to the values and principles we work and live by.

* All staff, practitioners, volunteers and participants of the school have a right to work in a secure and caring environment.
* The TDC Team have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.
* We are committed to practice which promotes the welfare of all participants and protects them from harm and believe participants have the right to learn free from intimidation and fear.
* We wish to ensure that all participants can participate in an enjoyable and safe learning environment in which they can have fun and feel valued.

In reference to our work with young people aged 18 and under, Taylor’s Dance Company LTD accept and recognise their responsibilities to develop awareness of the issues, which cause children and young people harm, and to establish and maintain a safe environment for them.   
We believe the needs of the victim are paramount; we will not tolerate Bullying behaviour and will ensure bullied participants are listened to, taken seriously and appropriate action taken.

Taylor’s Dance Company LTD are committed to reviewing their policy, procedures and practice at regular intervals.

**6: Definitions of Bullying**   
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.

**7: Forms of Bullying**

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

**8: Responsibilities of the TDC Team**  
All staff, volunteers and practitioners working and/or delivering on behalf of Taylor’s Dance Company LTD will:

* Foster in our participants self-esteem, self-respect and respect for others.
* Demonstrate by example the high standards of personal and social behaviour we expect of our participants.
* 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.
* Report suspected cases of bullying to the DSO and where appropriate the Principal.
* 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.

**9: Responsibilities of Participants**We expect our participants to:

* Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
* Intervene to protect the participant 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 put an end to their own suffering and that of other potential targets.

**10: Responsibilities of Parents/Guardians/Carers**   
We ask our parents/guardians/carers to support their child/children/vulnerable adult by:

* Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
* Advising their child/children/vulnerable adult to report any bullying to the TDC Team, explaining the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
* Advising their child/children/vulnerable adult not to retaliate violently to any forms of bullying.
* Being sympathetic and supportive towards their child/children/participant, and reassuring them that appropriate action will be taken.
* Keep a written record of any reported instances of bullying.
* Informing Taylor’s Dance Company LTD of any suspected bullying, even if their child/children/vulnerable adult are not involved;
* Co-operating with Taylor’s Dance Company LTD, if their child/children/vulnerable adult are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the person who is bullied and for the bullies themselves.

**11: Responsibilities of All**Everyone should work together to combat and, hopefully in time, to eradicate bullying.

**12: Preventative Measures**Taylor’s Dance Company LTD will ensure that participants will be aware of our No-Tolerance Bullying policy in all our activities and encourage participants to talk to a member of staff should they have concerns.

All Taylor’s Dance Company LTD Staff, Practitioners, Volunteers will promote the values of Taylor’s Dance Company LTD throughout activities they are involved in and by example.

All Staff, Practitioners, Volunteers will read and sign our Code of Conduct by which they will practise and have access to our Policies on request.

Taylor’s Dance Company LTD will ensure their team are suitably trained and continue to attend training courses to maintain good practise.

**13: Procedures for dealing with incidents of Bullying behaviour**If a participant discloses information of bullying, the TDC Team will;

* Listen, rather than question.
* Offer reassurance.
* Tell the participant that they have done the right thing in reporting and reassure that action will be taken, with their safety and wellbeing our primary concern.
* Make notes of what is said, as soon as possible, note dates and times of events described, date and time of disclosure, sign the notes and keep a copy.
* Report any concerns of bullying to the DSO & Principal.
* Appropriate action will be agreed with the DSO/Principal and will be kept in writing. Action will be taken by DSO/Principal, which may include;
* Contacting parents/carers of all pupils concerned in the bullying incident.
* Further Investigation o Feedback to those concerned.
* Sanctions for bullies, such as warnings or exclusion from activities/workplace.

**14: Concern/Allegation with regard to Taylor’s Dance Company LTD**Allegations of bullying regarding Taylor’s Dance Company LTDshould be referred to the Principal & DSO or in the event of concern/allegation being made regarding the DSO or Principal, concerns should then be referred to alternative person and appropriate action will be taken.

If a complaint or allegation is made against Taylor’s Dance Company LTD, DSO/Principal will take action according to our Child Protection Policy and/or Anti-Bullying Policy.

**15: Monitoring and Review**Taylor’s Dance Company LTDwill review their policies on an annual basis and update them where necessary.

**16: Contact Details**

**Designated Safeguarding Officer (DSO):**  
Sophie Hunt, Office Manager  
sophie@taylorsdancecompany.co.uk   
07868 656307

**Director Lead for Safeguarding and Child Protection:**Niki Taylor, Principal/Director  
Niki@taylorsdancecompany.co.uk  
07900 661885

**13: Declaration**We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on 30/01/2024.

Niki Taylor  
Director   
30/01/2024