



ANTI-BULLYING POLICY

Policy Version			
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This policy will be reviewed every 12 months in light of local and Government legislation.

Purpose:

Our aim is to establish an agreed and consistent approach to effectively tackling bullying.

This purpose should be seen within the whole Aurora Elite Dance Academy program, where each and every child is valued as unique and possessing an innate dignity.

Definition:

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident, which casts a shadow over an athlete's life, or a series of such incidents.'

Bullying can take different forms, but can include: physical, verbal, non-verbal, emotional, exclusion, controlling or manipulating behaviour and making phone calls. The following types of behaviour are also hate crime: racial, sexual, transphobic, homophobic bullying or bullying someone because they have a disability.

Aurora Elite Dance Academy recognises that some of the range of bullying behaviours outlined in the above paragraph can be carried out remotely, via for example, threatening text messaging and/or via social media accessed through the internet such as Facebook.

At Aurora Elite Dance Academy we work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Consequently, our Head Coaches have a responsibility to read and approve (with amendments as may prove necessary) this policy.

Bullying can be brought to the attention of coaches either by the victim(s), their friend(s), their parent(s) or other interested people.

What signs should we as parents/coaches look for if an athlete is being bullied? These signs may include the following:

- May become shy and withdrawn and lacking in confidence.
- May develop sudden outbursts of temper or start having nightmares.
- Has unexplained cuts or bruises or with clothes ripped or missing.
- Starts to truant or states that he/she does not want to go to training or school.
- Frightened of walking to training or changes his/her normal routes.
- The athlete becomes isolated and there is a desire to remain with adults.

Our aims are:

- To establish a whole program policy.
- To inform coaches, parents and especially athletes of this policy.

- To emphasise prevention rather than have to deal with outcomes.

What can we do?

- Re-emphasise the caring and co-operative ethos of Aurora Elite Dance Academy in our own attitudes.
- Re-emphasise the need for constant supervision and vigilance, especially in identified areas.
- Look for early signs of distress in an athlete.
- Listen carefully and be sympathetic to athletes and record all incidents.
- Deal effectively and promptly with parental concerns.
- Offer the victim immediate support by putting the program procedures into operation.
- Identify bully/bullies and advise the Head Coaches.
- Discuss incidents with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at Aurora Elite Dance Academy and an athlete could be asked to leave the program if sufficient evidence is found.

Ensure the bully is dealt with fairly by:

- Describing the reasons for your meeting with him/her (at the same time, do protect the victim and the identity of any witnesses).
- Remaining calm and non-judgemental in order to ensure that the accused feels that he/she is listened to.
- Assuring the accused that all incidents of bullying are taken seriously and that, regardless of the reasons, you disapprove of all acts of bullying.
- Explaining how he/she will be supported and how the incident will be dealt with.
- If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. (People usually own up if presented with all the facts).
- Separate discussions with parents of bully and victim. We need to outline procedures for speaking to the bully, pointing out the distress caused to the victim, to help prevent repetition of the behaviour.
- Sanctions for the bully may include from a withdrawal from a competition, loss of training, loss of position within a team, asked to leave Aurora Elite Dance Academy, depending on the severity of the incident(s).
- As the behaviour of the bully hopefully improves, then an athlete can be reinstated and should be praised for good behaviour. This will rebuild self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.

In order to identify incidents of bullying and the identities of bullies, at Aurora Elite Dance Academy we have agreed to carry out the following strategies:

1. All coaches watch for signs of early distress.
2. All coaches listen, believe and act.

3. Where a first instance is reported by an athlete, the coach deals with it. In the second instance the incident is reported to the Head Coaches and a record of the incident is completed and kept on file for future reference. Serious incidents of bullying may be referred directly to the Head Coaches and an incident report form filled in for a first occurrence.
4. The record of the incident should include relevant names, account of the incident, who dealt with it and what action was taken. Record whether it is an isolated incident.
5. If any parents report incidents of bullying or any complaint this should be reported to the Head Coaches immediately. It is important that the Head Coaches are informed of all bullying incidents.

Children/Victims:

When someone is being bullied, take action. Watching and doing nothing helps the bully. All Athletes will be encouraged to:

- Be encouraged to Inform their coaches immediately and ask for help.
- Be encouraged to Inform their parents immediately and ask for help
- Be made to feel that he/she is being listened to.
- Be made to Feel that incidents of bullying are taken seriously.
- Be made to Feel that he/she will be supported and understand how the incident will be dealt with.

The Coaches' Role:

The victim should always be supported by a member of the coaching team he/she has confided in. The disclosure will usually have occurred as a result of the athlete identifying someone who cares or can help. Coaches should respond to this trust and confidence. Coaches should ensure that:

- Victim and parents are spoken to.
- They Provide support and reassurance for victim and parents.
- They Continue monitoring the situation by observing during training and breaks and having discussions with the victim to ensure no repetition.
- They ensure protection, if necessary, for the victim.

Attempt to help both the bully and the victim to:

- See the situation from another perspective.
- Explore the causes and effects of the incident
- Identify how the situation could have been avoided or resolved

- See how they can resolve the present conflict
- Meet, if appropriate, in the presence of the Head Coaches, to explain how they feel.
- To reflect on their behaviour and the factors which may have influenced the behaviour of others. When appropriate encourage empathy.
- Encourage the athletes to identify how they can resolve current difficulties and avoid the problems from recurring.

Recording /logging incidents:

Aurora Elite Dance Academy will record all incidents of bullying. This information will be held securely and confidentially with access controlled by Aurora Elite Dance Academy' Head Coaches.

Parents:

1. Look for early signs of distress in your child.
2. Inform Aurora Elite Dance Academy immediately if you think your child is being bullied.
3. Discuss with Aurora Elite Dance Academy ways of helping your child so we can provide support both inside and outside of the program.

Aurora Elite Dance Academy:

1. Will make its policy know to Coaches, volunteers, athletes and parents.
2. Will continue to promote a caring and co-operative ethos through its program.
3. Will record all incidents of bullying and these will be kept on file by the Head Coaches which will:
 - Set clear and consistent procedures for dealing with incidents of bullying
 - Monitor the progress of individual athletes
 - Monitor and review its Anti Bullying Policy
4. Specific plans for action will be drawn up to deal with those who continue to bully. This eventually could lead to being asked to leave Aurora Elite Dance Academy.
5. Constantly encourage and promote good behaviour.

Conclusion

We feel that Aurora Elite Dance Academy is a happy place to be and promotes a caring ethos built on respect for individuals. We wish to prevent bullying happening in this program. In

producing this policy we are asking for the help of parents, athletes, coaches and volunteers in maintaining the positive image we have within the local community.

REMEMBER PREVENTION IS BETTER THAN CURE!

Date of review: August 2021