



**YORKSHIRE**  
BALLET SEMINARS

## **Anti-Bullying Policy**

*Bullying can be defined as "Behaviour by an individual or group that intentionally hurts another group or individual either physically or emotionally".*

### **Bullying can be:**

- Physical- Hitting, Kicking, taking belongings.
- Verbal- Name calling, insulting, offensive remarks, threats.
- Indirect- Spreading rumours, exclusion, ostracising.
- Cyberbullying- using technology- mobile phones, social media, email, etc.- deliberately to hurt, intimidate or humiliate another.

We at YBS do not condone and form of discrimination (i.e., ethnicity, nationality, colour, religion, sexual orientation, appearance, health condition, family circumstances or some form of disability).

### **OUR AIM**

Our aim is that staff, children and parents work together to create a happy, caring, safe and flourishing environment in line with our program's ethos... INSPIRE, REFRESH, NURTURE. Bullying has no place in our organisation and will be dealt with swiftly and accordingly.

### **How we intend to fulfil our aims:**

- Create a child/ pupil friendly version of our policy.
- Using directors talk and pastoral time to ensure that pupils understand code of conduct and what is expected on course.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Take actions to stop the bullying from happening again.
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Consider who else is involved and what roles they have taken.
- Zero tolerance and any student found to be bullying will be sent home
- Offering training to all pastoral staff around bullying, including specific guidance on those groups who are most likely to be bullied.

**Pupils / Parents are encouraged to report bullying to:**

- House Parent
- Director / Course Coordinator

**Procedures for parents:**

- If a parent has any concerns about their child, they should speak to the Director / Course Coordinator / House parent immediately. The Director is always informed of any bullying concerns and will monitor the situation carefully.
- The school will work with both the child and the parents to ensure that any bullying is stopped, and that support is given where needed.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.

Approved by the Board of Trustees, October 2023

Date of next review, October 2024