



ANTI-BULLYING POLICY

Last updated: January 2026

Purpose and scope

Passion & Technique School of Ballet works with children and families as part of its educational and artistic activities. This policy sets out our commitment to:

- prevent bullying within our school community and during all our activities
- ensure that any bullying is addressed promptly and effectively, with appropriate support provided
- offer clear guidance to staff, volunteers, pupils and families on how to prevent, recognise and respond to bullying

This policy applies to everyone working on behalf of Passion & Technique School of Ballet, including teachers, staff, volunteers, visiting professionals, students and any other representatives of the school. It is informed by relevant UK legislation, statutory guidance and best practice designed to safeguard and protect children and young people.

What is bullying?

We believe that children and young people should never be subjected to bullying or abuse of any form. We have a duty to promote their welfare, ensure their safety and create an environment that protects them.

Bullying is behaviour by an individual or group that intentionally harms, intimidates, threatens or excludes another individual or group. In a dance education context, bullying may include, but is not limited to:

- **emotional bullying** — undermining, excluding, threatening or deliberately isolating others
- **verbal bullying** — name-calling, teasing, spreading rumours or making hurtful comments
- **physical bullying** — deliberate physical harm or misuse of physical force
- **online or digital bullying** — misuse of technology, including filming or sharing content without consent
- **discriminatory bullying** — racist, culturally offensive or prejudicial language or behaviour
- **sexual bullying** — unwanted physical contact, inappropriate comments or sexualised behaviour
- **bullying related to disability or additional needs** — targeting a person's learning needs, disabilities or differences

This list is not exhaustive but highlights the types of behaviour that may occur.

We recognise that bullying can cause significant emotional distress and negatively affect a person's wellbeing, confidence and development. In serious cases it may result in lasting harm. All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, are entitled to equal protection from harm. Preventing and responding to bullying is the responsibility of the entire school community.



Diversity and inclusion

We understand that bullying is closely linked to attitudes toward difference and diversity. We actively promote respect, understanding and inclusion within our school and seek opportunities to celebrate individuality and difference. We aim to create a welcoming environment for all pupils, families, staff and volunteers, and to foster a culture where everyone feels valued, supported and respected.

Bullying prevention

Passion & Technique School of Ballet is committed to providing a safe, caring and positive learning environment where pupils can develop with confidence and enjoyment. Bullying of any form is not tolerated.

We seek to prevent bullying by:

- establishing clear expectations about respectful behaviour, both in person and online
- promoting kindness, professionalism and mutual support across all activities
- holding regular conversations with pupils, families and staff about behaviour, respect and wellbeing
- encouraging shared responsibility for looking after one another
- supporting children to develop skills such as listening, empathy, problem-solving and respectful communication
- ensuring staff and volunteers receive guidance and support on recognising and addressing all forms of bullying, including discriminatory and sexualised bullying

Encouraging agency and voice

An important part of preventing bullying is empowering children and young people to express themselves and speak up when something is wrong. Staff model this by encouraging openness, explaining how concerns can be raised safely and confidentially, and reinforcing that pupils will be listened to and taken seriously. Promoting agency and voice is embedded into teaching practice and everyday interactions, not only addressed when concerns arise.

Responding to bullying

Despite preventative measures, bullying may still occur. Concerns may come to light through:

- observing behaviour that causes concern
- noticing changes in behaviour, mood or participation
- a pupil disclosing that they are being bullied
- a pupil reporting concerns about another child

When a concern is raised, staff will remain calm, listen carefully, reassure the child that they have done the right thing, and explain that the information will be handled sensitively and appropriately.

In responding to incidents, we aim to ensure that:



- the wellbeing and safety of the child experiencing bullying is prioritised
- the behaviour of the child displaying bullying behaviour is addressed in a constructive and supportive way
- any witnesses are supported appropriately
- the school reflects on what can be learned to prevent recurrence

Teachers are encouraged to promote disclosure and share concerns with the wider staff team. Decisions about how to respond are normally taken collaboratively. Where immediate action is required, staff may intervene to de-escalate the situation and then inform parents or carers that the matter will be followed up.

All allegations of bullying are taken seriously and investigated. Incidents are recorded in writing, including the nature and frequency of behaviour, to enable ongoing monitoring. Parents or carers may be involved where appropriate, with the aim of supporting those affected and addressing behaviour constructively. Sanctions may be applied if bullying behaviour persists, and these will be discussed with families.

Action plans are reviewed regularly to ensure that issues have been resolved effectively and sustainably.

Contact details

For advice, concerns or questions relating to this policy, please contact:

m.celano@passion-and-technique.co.uk

This policy should be read alongside our **Safeguarding Policy** and **Appropriate Physical Contact Policy**. We are committed to reviewing this policy regularly to ensure it remains effective and up to date.