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|----------------------------------------|--------------------------------|---------------------------------------|
| <b>Policy:</b><br>Anti-Bullying Policy |                                |                                       |
| <b>Date Adopted:</b>                   | <b>Date of last review:</b>    | <b>To be reviewed next before/on:</b> |
| 28 <sup>th</sup> August 2026           | 9 <sup>th</sup> September 2025 | September 2027                        |

## 1. Purpose and Statement

Phoenix AcroDance Academy (PADA) is committed to providing a safe, caring, respectful and inclusive environment where every student feels valued and protected. Bullying in any form is unacceptable and will always be addressed promptly, sensitively and robustly.

All students have the right to learn, grow and participate in classes without fear of intimidation, harassment or harm. All staff have a duty to respond quickly to concerns and uphold PADA's safeguarding culture.

This aligns with the ethos outlined in the Student Code of Conduct, which states that "Phoenix AcroDance Academy expects every member of its community to behave in a considerate way towards others."

## 2. Definition of Bullying

Bullying is repeated, intentional behaviour that causes physical or emotional harm to another person. It may be carried out by an individual or a group and can occur in person or online.

Bullying includes, but is not limited to:

- Physical: hitting, kicking, pushing, biting, hair-pulling
- Verbal: name-calling, teasing, sarcasm, threats
- Emotional: exclusion, manipulation, intimidation, tormenting
- Cyber: harmful messages, social media misuse, sharing images or videos without consent
- Racial, Cultural or Religious: insults, slurs, discriminatory behaviour
- Homophobic, Transphobic or Sexual: comments, gestures, harassment
- SEN/Disability-related: targeting a student's additional needs or vulnerabilities

These categories reflect those listed in the Student Code of Conduct Policy, which identifies bullying as "unacceptable behaviour used by an individual or group... that intentionally hurts another individual or group either physically or emotionally."

## 3. PADA's Commitment

PADA will:

- Maintain a zero-tolerance approach to bullying and violence
- Ensure all staff understand their responsibility to act immediately
- Provide clear, consistent procedures for reporting and responding
- Support both the victim and the perpetrator with appropriate interventions
- Work closely with parents/carers to resolve concerns
- Uphold safeguarding principles at all times

The Anti-Bullying Policy works in conjunction with:

- Child Protection & Safeguarding Policy
  - Student Code of Conduct Policy
  - Parents & Carers Code of Conduct Policy
  - SEND Policy
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## **4. Responsibilities**

### **4.1 Staff Responsibilities**

All staff must:

- Respond immediately to any concern or allegation
- Record and report incidents to the Principal or DSL
- Investigate thoroughly and sensitively
- Stop any threat or harmful behaviour at once
- Support the victim and ensure they feel safe
- Address behaviour with the perpetrator and encourage genuine reflection
- Monitor the situation to prevent recurrence
- Inform parents/carers in all cases of confirmed bullying
- Escalate serious incidents to external agencies where appropriate

All staff have an obligation to respond quickly to issues of bullying.

### **4.2 Student Responsibilities**

Students are expected to:

- Treat others with kindness and respect
- Report concerns to any adult on site
- Support peers who may be experiencing bullying
- Make positive choices in line with PADA's behaviour expectations

The Student Code of Conduct emphasises that "Children are encouraged to make good choices at all times... be aware of their behaviour and its impact on others."

### **4.3 Parent/Carer Responsibilities**

Parents and carers should:

- Support PADA's behaviour expectations
- Work collaboratively with staff to resolve concerns
- Encourage respectful behaviour at home and in the community
- Avoid escalating conflict or engaging in abusive communication
- Model positive behaviour when interacting with staff and students

This aligns with the Parents & Carers Code of Conduct, which states that parents must "demonstrate in their own behaviour that all members of the community should be treated with respect."

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## 5. Types of Bullying and Child-on-Child Abuse

Bullying may overlap with other forms of child-on-child abuse, including:

- Physical abuse
- Sexual harassment or sexual violence
- Cyber abuse
- Prejudiced behaviour
- Initiation/hazing
- Upskirting
- Teenage relationship abuse

The Student Code of Conduct notes that “any form of child-on-child abuse will result in the perpetrator being asked to leave Phoenix AcroDance Academy.”

All allegations of child-on-child abuse will be treated as safeguarding concerns.

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## 6. Reporting Procedures

### 6.1 How Students Can Report

Students may report concerns to:

- Any Teacher
- The Principal
- The DSL
- A trusted adult at home, who may contact PADA on their behalf

Reports may be verbal or written.

### 6.2 How Staff Must Respond

Upon receiving a report, staff must:

1. Listen carefully and reassure the student
2. Record the concern immediately
3. Report to the Principal or DSL
4. Investigate promptly
5. Take action to stop the behaviour
6. Inform parents/carers of all involved parties
7. Monitor the situation until resolved

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## 7. Consequences and Sanctions

Bullying is a serious breach of PADA’s behaviour expectations. Consequences may include:

- Verbal reminder or behaviour discussion
- Parent/carer meeting
- Written warning
- Final warning
- Removal from classes
- Permanent expulsion from PADA

The Student Code of Conduct states that “Students who bully other members... will have their membership revoked and they will be asked to leave.”

Serious incidents may be referred to:

- Police
- Social care
- External safeguarding agencies

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## 8. Cyberbullying

Cyberbullying will be treated with the same seriousness as in-person bullying. This includes:

- Harmful messages
- Social media misuse
- Sharing images or videos without consent
- Online harassment
- Mobile phone misuse

Bullying between students or staff members through the medium of mobile phones and the internet will also be looked into and taken just as seriously.

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## 9. Support for Students

PADA will provide:

- Emotional support and reassurance
- Safe spaces during classes
- Restorative conversations where appropriate
- Behaviour interventions for perpetrators
- Additional SEND-aligned support where needed

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## 10. Monitoring and Review

- All incidents will be logged and monitored
- Trends will be reviewed termly
- Policy reviewed annually or sooner if legislation changes
- Staff training will be updated regularly

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Phoenix AcroDance Academy staff are responsible for the implementation of this policy and for ensuring that it is reviewed annually and updated as required. **Next Review: September 2027**

Signed R. Walker Date 28/08/26  
Print Name Robert Walker Position Principal