

Anti-Bullying Policy

Jupiter Dance & Performing Arts (JDPA)

Purpose:

Jupiter Dance & Performing Arts is committed to maintaining a safe, inclusive, and supportive environment for all students, staff, and parents/carers. Bullying in any form is unacceptable and will not be tolerated. We are a community, and everyone has the right to participate fully without fear of exclusion, intimidation, or harassment. This policy sets out our approach to preventing, reporting, investigating, and addressing bullying incidents.

1. Definition of Bullying

Bullying is any behaviour, intentional or repeated, that causes harm, distress, or fear. It can take many forms:

Physical Bullying: Hitting, kicking, pushing, or damaging personal property.

Verbal Bullying: Name-calling, teasing, threats, or humiliating comments.

Social/Relational Bullying: Excluding others, spreading rumours, manipulating friendships, or public humiliation.

Cyberbullying: Using social media, messaging apps, or other technology to threaten, harass, or humiliate.

Other Forms: Discrimination, harassment, or intimidation based on race, gender, religion, ability, sexual orientation, or other personal characteristics.

Bullying can be a one-off incident or a series of repeated behaviours. All forms are treated seriously.

2. Scope

This policy applies to all members of the JDPA community:

- **Students:** during classes, workshops, performances, and online interactions.
- **Staff:** including teachers, volunteers, and contractors.
- **Parents/Carers:** during school events, online communication, and interactions with staff, students, or other families.

JDPA promotes a community where no one is excluded and all individuals are treated with respect.

3. Responsibilities

Students

- Treat all peers, staff, and visitors with respect, kindness, and empathy.
- Include others in activities and avoid excluding anyone intentionally or unintentionally.
- Follow instructions and adhere to JDPa's Code of Conduct and Uniform Policy.
- Report bullying or concerning behaviour to a staff member immediately.
- Support peers and contribute to a safe, inclusive environment.

Examples of student bullying include:

- Deliberately leaving someone out of activities.
- Spreading rumours or sharing harmful content online.
- Physical aggression or intimidation.

Staff

- Act as positive role models in behaviour, language, and interactions.
- Monitor classes, rehearsals, and online platforms for bullying.
- Intervene promptly and appropriately when bullying is observed.
- Maintain professional boundaries and confidentiality in line with GDPR.
- Report all bullying incidents immediately to the Designated Safeguarding Lead (DSL – Eve Brazier) or Deputy DSL (Dee Williams).
- Adhere to JDPa's Uniform Policy as part of professional conduct.

Examples of staff bullying include:

- Public criticism or humiliation of students or colleagues.
- Ignoring or dismissing concerns raised by students or parents.
- Breaching GDPR or sharing confidential information improperly.

Parents / Carers

- Encourage children to behave respectfully and inclusively.
- Support JDPa policies, including safeguarding and anti-bullying policies.
- Raise concerns directly and calmly with staff; staff will escalate serious matters to Eve or Dee.
- Communicate responsibly via official channels, including WhatsApp, emails, or scheduled meetings.
- Avoid aggressive, abusive, or intimidating behaviour toward students, staff, or other parents.

Examples of parent/carer bullying include:

- Attempting to manipulate situations or influence staff decisions during classes or events.
- Using threatening or abusive language toward staff or students.
- Public criticism of staff, students, or JDPA on social media.

4. Procedures for Reporting Bullying

1. **Immediate Reporting:** Students, staff, or parents should report bullying to a staff member.
2. **Referral to DSL/Deputy:** Staff must escalate all incidents to the DSL (Eve) or Deputy DSL (Dee).
3. **Investigation:** The DSL/Deputy will:
 - Gather statements from all parties involved.
 - Review evidence (messages, videos, witness accounts).
 - Maintain confidentiality wherever possible.
4. **Outcome and Action:**
 - Mediation or restorative practices.
 - Verbal or written warnings.
 - Temporary or permanent suspension from classes or school events for serious/repeated incidents.
5. **Follow-Up:**
 - Support provided to the victim(s).
 - Monitoring to prevent recurrence.
 - Clear communication with parents/carers of all involved parties.

5. Zero Tolerance & Community Values

JDPA maintains a zero-tolerance approach to bullying and harassment. Key principles include:

- Inclusion: No student, staff member, or parent/carer will be excluded.
- Empathy: Understanding and respecting the feelings and experiences of others.
- Support: Providing guidance, reassurance, and conflict resolution.
- Responsibility: Everyone must contribute to a safe, welcoming community.

False or malicious allegations will be treated as breaches of this policy and may result in disciplinary action.

6. Consequences of Bullying

Consequences are applied fairly, consistently, and proportionally:

- Verbal warning or mediation.
- Written warning and meeting with parents/carers.
- Temporary suspension or restricted participation in classes or events.
- Permanent removal from JDPA for severe or repeated breaches.

The primary goal is to correct behaviour, protect individuals, and maintain community safety.

7. Agreement

By attending, teaching, or enrolling a child at JDPa, all students, staff, and parents/carers agree to follow this Anti-Bullying Policy. Adherence ensures the wellbeing, safety, and enjoyment of all members of the JDPa community.