



BLUE MOOSE

DANCE COMPANY

ANTI-BULLYING POLICY

Child Protection Officer

Sarah Hall

Last Renewed: September 2020

DISCOVER. CREATE. EMPOWER

YOU

Our Organisation

Blue Moose Dance Company works across 2 entities, Blue Moose LTD and Blue Moose Dance Company CIC, allowing us to spread the dancing joy even further! This policy refers to and incorporates all activity which takes place within Blue Moose Ltd and Blue Moose Dance Company CIC.

Blue Moose LTD, Registered Company No. 10963231

Blue Moose Dance Company CIC, Registered Company No. 09343271

Anti-Bullying Statement

Blue Moose Dance Company is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All staff, practitioners, volunteers and participants of Blue Moose Dance Company have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

Blue Moose Dance Company is committed to practice which promotes the welfare of all participants and protects them from harm and believe participants have the right to learn free from intimidation and fear. Blue Moose Dance Company wish to ensure that all participants are able to participate in an enjoyable and safe learning environment in which they can have fun and feel valued.

In reference to our work with young people aged 18 and under, Blue Moose Dance Company accept and recognise their responsibilities to develop awareness of the issues, which cause children and young people harm, and to establish and maintain a safe environment for them. Blue Moose Dance Company believe the needs of the victim are paramount; Blue Moose Dance Company will not tolerate Bullying behaviour and will ensure bullied participants are listened to, taken seriously and appropriate action taken.

Blue Moose Dance Company are committed to reviewing their policy, procedures and practice at regular intervals.

Definitions of Bullying

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups.

Forms of Bullying

- ✦ Physical violence such as hitting, pushing or spitting at another person.
- ✦ Interfering with another participant's property, by stealing, hiding or damaging it.
- ✦ Using offensive names when addressing another participant.
- ✦ Teasing or spreading rumours about another participant or his/her family.
- ✦ Belittling another participant's abilities and achievements.
- ✦ Writing offensive notes or graffiti about another participant.
- ✦ Excluding another participant from a group activity.
- ✦ Ridiculing another participant's appearance, way of speaking or personal mannerisms.
- ✦ Misusing technology (internet or mobiles) to hurt or humiliate another person.

Responsibilities of All Staff, Practitioners and Volunteers

All staff, volunteers and practitioners working and/or delivering on behalf of Blue Moose Dance Company will:

- ✦ Foster in our participants self-esteem, self-respect and respect for others
- ✦ Demonstrate by example the high standards of personal and social behaviour we expect of our participants.
- ✦ Be alert to signs of distress and other possible indications of bullying. Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- ✦ Report suspected cases of bullying to Sarah Hall (Child Protection Officer) and where appropriate School Head Teacher/Director of Partner Organisation.
- ✦ Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- ✦ Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

Responsibilities of Participants

We expect our participants to:

- ✦ Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- ✦ Intervene to protect the participant who is being bullied, unless it is unsafe to do so.
- ✦ Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- ✦ Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

Responsibilities of Parents/Guardians/Carers

We ask our parents/guardians/carers to support their child/children/vulnerable adult and [Blue Moose Dance Company](#) by:

- ✦ Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- ✦ Advising their child/children/vulnerable adult to report any bullying to the Lead [Blue Moose Dance Company](#) Artist, and where appropriate School Headteacher/Director of Partner Organisation, explaining the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- ✦ Advising their child/children/vulnerable adult not to retaliate violently to any forms of bullying.
- ✦ Being sympathetic and supportive towards their child/children/participant, and reassuring them that appropriate action will be taken;
- ✦ Keep a written record of any reported instances of bullying
- ✦ Informing [Blue Moose Dance Company](#) of any suspected bullying, even if their child/children/vulnerable adult are not involved;
- ✦ Co-operating with [Blue Moose Dance Company](#), if their child/children/vulnerable adult are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the person who is bullied and for the bullies themselves.

Responsibilities of All

Everyone should work together to combat and, hopefully in time, to eradicate bullying.

Preventative Measures

[Blue Moose Dance Company](#) will ensure that participants will be aware of our No-Tolerance Bullying policy in all our activities and encourage participants to talk to a member of staff should they have concerns. All [Blue Moose Dance Company](#) Staff, Practitioners, Volunteers will promote the values of [Blue Moose Dance Company](#) throughout activities they are involved in and by example.

All Staff, Practitioners, Volunteers will read and sign our Code of Conduct by which they will practise and have access to our Policies on request. [Blue Moose Dance Company](#) will ensure their Artists are suitably trained and continue to attend training courses to maintain good practise.

Procedures for dealing with incidents of Bullying behaviour

If a participant discloses information of bullying, Artists will;

- ✦ Listen, rather than question
- ✦ Offer reassurance
- ✦ Tell the participant that they have done the right thing in reporting and reassure that action will be taken, with their safety and wellbeing our primary concern.
- ✦ Make notes of what is said, as soon as possible, note dates and times of events described, date and time of disclosure, sign the notes and keep a copy.
- ✦ Report any concerns of bullying to Sarah Hall (Child Protection Officer) and where appropriate School Headteacher/Director of Partner Organisation.
- ✦ Appropriate action will be agreed with Sarah Hall (Child Protection Officer) and will be kept in writing. Action will be taken by Sarah Hall and/or School Head Teacher/Director of Partner Organisation, which may include
 - Contacting parents/carers of all pupils concerned in the bullying incident.
 - Further Investigation
 - Feedback to those concerned.
 - Sanctions for bullies, such as warnings or exclusion from activities/workplace

Concern/Allegation with regard to Blue Moose Dance Company's behaviour

Allegations of bullying regarding [Blue Moose Dance Company](#) should be referred to Sarah Hall (Child Protection Officer) or in the event of concern/allegation being made regarding Sarah Hall, concerns should then be referred to Michelle Hodgson or Richard Mounsey (Directors of [Blue Moose Dance Company CIC](#)) and appropriate action will be taken.

If a complaint or allegation is made against [Blue Moose Dance Company](#), Sarah Hall will take action according to our Child Protection Policy and/or Anti-Bullying Policy.

Monitoring and Review

[Blue Moose Dance Company](#) will review their policies on an annual basis and update them where necessary.