# ADAGIO COLLEGE OF PERFORMING ARTS

# Bullying and Harassment Policy



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| Approved by: | Bronwen Patching | February 2024 |
| Checked by: | Roger Davinson | February 5th 2024 |
| Next review due: |  |  Spring 2025 |

### Contents

### 1). Statement of policy

### 2). Purpose

### 3). Definitions of bullying

### 4). What is bullying and harassment

### 5). Features of bullying

### 6). Identifying and reporting concerns about bullying

### 7). Students who bully others

### 8). Preventative measures

### 9). Monitoring, evaluation and review

### 10). Links to other policies

### 11). Organisations that can help

### 12). Appendix

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### 1). STATEMENT OF POLICY

Adagio School of Performing Arts (ASOPA) is committed to a supportive, caring, and safe learning environment for all students so they can learn in a relaxed and secure atmosphere, without fear of being bullied. Bullying, including discrimination, victimization or harassment is an anti-social behavior, which affects everyone; it is unacceptable, and it will not be tolerated at ASOPA.

ASOPA recognizes that all students have the right to be treated with dignity and respect, regardless of their background or protected characteristic which are age, disability, gender reassignment, marital civil partnership, pregnancy and maternity, race, religion or belief, gender, sexual orientation and encourages all students to behave in such a manner towards each other.

Everyone in the ASOPA community has a responsibility to report any incident of bullying that comes to their attention; these reports will always be taken seriously. If bullying or harassment does occur, all students should be able to tell a member of staff and know that incidents will be dealt with promptly, sensitively, and effectively. **Anyone**, students, or staff, who believes that a student is being bullied or harassed, is expected to report it to the appropriate person.

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### 2). Purpose

This policy applies to all students enrolled at ASOPA, regardless of their background or protected characteristic.

**Consequences of non-compliance:** Disciplinary action will be taken against the bully or harasser as appropriate and may give rise to a student being required to withdraw from their course.

ASOPA recognizes that incidents of bullying and/or harassment may affect a student’s work, morale, and health. Complaints (informal or formal) will be dealt with promptly and treated confidentially. Information shall onbe divulged on a need-to-know basis and with the knowledge of the complain

### 3). Definitions of Bullying

#### What is bullying or harassment?

**Bullying** can be defined as “*behavior by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally*”. (DfE “Preventing and Tackling Bullying”, July 2017)

* There is an intention to hurt or humiliate - the person/people using bullying behavior, knowing what they are doing and intentionally doing so.
* There is a power imbalance that makes it difficult for the person who is being bullied to defend him or herself.
* It is usually persistent, not just a one-off incident.

**Harassment** is defined in equality legislation as unwanted conduct related to religious belief, political opinion, sex, gender reassignment, race, sexual orientation, disability, or age, which has the purpose or effect of violating a person’s dignity or of creating an intimidating hostile, degrading, humiliating or offensive environment for that person. Harassment may constitute a breach of ASOPA student code of conduct, to be found in the Student Handbook.

### 4). What is Bullying:

Bullying is deliberate, offensive, intimidating, malicious, abusive, or insulting behavior, which makes the individual feel upset, threatened, humiliated or vulnerable. It may be bullying when a person or group of people has been made aware of the effects of their behavior on another person and they continue to behave in the same manner.

**5). Features of bullying**

Bullying can involve physical or verbal attacks; name-calling; taunting; making offensive or malicious comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumors and is the willful, conscious desire to frighten, dominate, humiliate, or hurt someone else thereby damaging their self-confidence or self-esteem.

Bullying *may* be:

* Emotional – e.g., being unfriendly, excluding, tormenting, (e.g., taking another’s belongings, graffiti, threatening gestures, abusive notes)
* Physical – e.g., kicking, pushing, hitting, punching or any use of violence.
* Racist – e.g., racial taunts, graffiti, or gestures.
* Sexual – e.g., unwanted physical contact or sexually abusive comments.
* Homophobic / transphobic – e.g., because of or focusing on the issue of sexuality and / or gender.
* Discriminatory – e.g., about disability, gender, age, or other differences.
* Verbal – e.g., name calling, sarcasm, spreading rumors, teasing
* Cyber – e.g., sending offensive, upsetting and inappropriate messages by phone, text, emails, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
* Mobile – threats by text messaging and calls.

### 6). Identifying and reporting concerns about bullying:

All concerns about bullying will be taken seriously and investigated thoroughly. The extent or effects of bullying can frequently be underestimated. Students who are bullying others also need support to change their behavior. Students who are aware of bullying (bystanders) can help to assist in addressing it and will be encouraged to do so in a safe way. All students are encouraged to report bullying by:

* Talking to a member of staff of their choice
* Contacting the Principal.

##### The College will take the following steps when dealing with concerns about bullying:

* + If bullying is suspected or reported, the first member of staff who has been approached or witnessed the concern should deal with the incident immediately.
	+ Staff must record a clear account of concerns and pass the information to the principal.
	+ The principal will interview all parties and keep detailed records. All allegations of bullying are examined thoroughly and carefully to ascertain the extent of the problem. The parties concerned will record a clear and precise account of the incident or issue at the time, and a report. This will include recording appropriate details regarding decisions and action taken. An attempt will be made to help the bully (bullies) change their behavior.

Where the bullying, including cyberbullying, takes place away from or outside of normal school hours, ASOPA will ensure that the concern is fully investigated.

### 7). Students who bully others:

* May be placed on the most appropriate stage of disciplinary process.
* Will be supported to understand and accept their wrongdoing and set targets for change.
* Will be monitored for changed/improved behavior
* Will be referred to other agencies where appropriate.

##### Students who have been bullied will be supported by:

* Being reassured that bullying will be addressed.
* Being given referrals to other agencies where appropriate.

### 8). Preventative Measures

ASOPA will:

* + Raise awareness of the nature of bullying through the Induction process, tutorials, and informed discussions, ensuring that the pastoral system has clear methods for dealing with incidents with firmness and sensitivity.
	+ Participate in national initiatives such as, Anti Bullying Week.
	+ Develop links that will support inclusive anti-bullying education.
	+ Ensure that the pastoral system has clear methods for dealing with incidents with firmness and sensitivity.
	+ Ensure that all teaching and non-teaching staff are aware of the procedures to be followed in cases of suspected bullying.

Ensuring that all forms of abusive language, including racist, sexist, homophobic, transphobic, cyber or any other kind, which demeans individuals and is contrary to the Equal and Diversity Policy, is challenged and acted upon by all staff at Adagio School of Performing Arts.

* + By creating and supporting an inclusive environment, which promotes a culture of mutual respect, consideration, and care for others, which will be upheld by all.
	+ By openly discussing differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality, or appearance related difference.
	+ By challenging practice and language which does not uphold the values of tolerance, non- discrimination, and respect towards others.
	+ By celebrating success and achievements to promote and build a positive college ethos.

### 9). Monitoring, Evaluation, and Review

Senior members of staff will lead on the implementation of the policy. The school will review the policy annually and assess its implementation and effectiveness.

An annual report will be made to the principal, including statistics regarding:

* The number of reported concerns.
* Monitoring information about students involved.
* Actions and concerns.

### 10). Links to other policies

This policy should be read in conjunction with the following Adagio School of Performing Arts policies: Safeguarding and Equal and Diversity.

This anti-bullying policy is also compliant with: Promoting Positive Behavior and Relationships Equality Act, 2010. SEND Code of Practice 2014: 0 to 25 years Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies, July 2017, Cyber Bullying: Advice for Headteachers and School Staff (2014), Keeping Children Safe in Education, DFE, 2018.

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| **11). Organizations that can help:** |  |
|  Child line | 0800 1111 |
| KIDSCAPE |  020 7730 3300 |
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Children’s Commissioner: The Office of the Children's Commissioner Sanctuary Buildings 20 Great Smith Street London SW1P 3BT Tel: 020 7783 8330 Email: info.request@childrenscommissioner.gsi.gov.uk

### 12). Appendix

Bullying can have potentially long-lasting and damaging psychological effects on the victim. ASOPA recognizes that bullying is sometimes linked to prejudice and discrimination. If this is found to be the case, ASOPA will seek to remind and educate the perpetrator(s) of ASOPA Equal and Diversity Policy.

ASOPA recognizes that racism, sexism, homophobia, and transphobia are forms of bullying and will not tolerate it. There are criminal laws that apply to harassment, assault, and threatening behavior. If staff members feel that an offence may have been committed, they should seek assistance.