



Purpose and Scope

Pole Fitness with Simone (PFWS) is committed to providing a safe environment, and to promote health and well-being to all those associated with PFWS. We believe all people, adults and children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm and abuse.

We aim to provide a positive environment where everyone can feel safe and accepted. Bullying will never be tolerated at PFWS. We have a responsibility to promote the welfare of all people associated with our organisation and are committed to providing a supportive, caring, and safe environment without fear of being bullied. Staff at PFWS will be the driving force to encourage positivity and to prevent bullying.

The purpose of this policy statement is:

- To prevent bullying from happening between anyone who is part of our organisation or take part in our activities
- To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- To provide information to all staff about what we should all do to prevent and deal with bullying.

What is bullying?

Bullying is when individuals or groups seek harm, intimidate, or coerce someone. Bullying can take several forms: physical, verbal, making gestures, extortion and exclusion. It can be planned and organised, or it may be unintentional. Bullying causes real distress, it can affect a person's health and development and, at the extreme, can cause significant harm

Bullying could be recognised as:

- Physical violence such as hitting, pushing, or spitting at another person
- Interfering with another person's property, by stealing, hiding, or damaging it
- Using offensive names when addressing another person
- Teasing or spreading rumours about another person or their family
- Belittling another student's abilities and achievements
- Writing offensive notes or graffiti about another person
- Excluding another student from a group activity
- Ridiculing another person's appearance, way of speaking or personal mannerisms
- Online exploitation. Using cyberbullying/cyber harassment to hurt or humiliate another person
- Any other behaviours that intimidate, belittles or causes someone to feel frightened or in danger.

To help prevent bullying, our staff will:

- Demonstrate by example the positive language and behaviours we expect of our students
- Generate good feelings and a positive attitude towards others to help develop their self-esteem and self-respect
- Be alert to signs of distress and other possible indications of bullying
- Listen to anyone who has been bullied, take what they say seriously and act to support and protect them
- Keep a written record of any reported instances of bullying on IPAF's safeguarding report forms
- Report suspected cases of bullying to our designated safeguarding officer Simone Rix
- Follow up any complaint by a student or parent about bullying, and report back promptly and fully on the action that has been taken
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures
- Provide a safe and secure online presence. Please see our Social Media & Online Teaching Policy.
- Listen to and support all individuals who report bullying
- Take all reports of bullying seriously and thoroughly investigated.

Reporting bullying

- Keep a written record of any experienced or reported instances of bullying
- If you are being bullied, don't suffer in silence, speak to a parent/carer or member of staff.
- If you witness bullying or are suspicious of bullying, intervene to protect unless it is unsafe to do so and/or report to a member of staff
- Cooperate with the staff at PFWS, help us help you.

Procedures for dealing with bullying behaviour will involve:

- Contacting those involved or the parents/carers of the children involved for details
- Keeping written records on safeguarding forms, including reports or any witness of bullying
- Offering support for both the bullied and the bully
- Offering feedback to those concerned
- Sanctions which may result in students missing classes or ultimately being asked to leave PFWS
- Contacting relevant professionals: In serious incidents we may need to seek advice from other services, or we may feel the need to refer to incidents as stated in our safeguarding policy.

Please also see our IPAF safeguarding policies.

Anti-bullying and designated safeguarding person is Simone Rix

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Policy last reviewed and updated 15th March 2025 by Simone Rix