



Anti Bullying Policy

The following policy aims to create a safe, supportive, and respectful environment for children and young people attending FGDA.

At **Future Generation Dance Academy (FGDA)**, we are committed to creating a safe, welcoming, and inclusive environment where all students, staff, and visitors can thrive. Bullying of any kind—whether physical, verbal, or emotional—is not tolerated at our academy. We believe in fostering respect, kindness, and understanding, and we take a strong stance against bullying to ensure that everyone feels valued and protected.

1. Purpose of the Policy

The purpose of this Anti-Bullying Policy is to ensure that all individuals at FGDA are aware of the academy's commitment to preventing bullying and to outline the steps taken to address any incidents of bullying that may occur. This policy is designed to provide clear guidance on what constitutes bullying, how it should be reported, and the actions that will be taken to resolve any issues.

2. Definition of Bullying

Bullying is defined as intentional, repeated behavior that targets another individual with the intent to harm, intimidate, or belittle. It can take various forms, including:

Physical Bullying: Hitting, pushing, tripping, or any other form of physical aggression.

Verbal Bullying: Name-calling, teasing, mocking, or making hurtful remarks.

Social/Relational Bullying: Exclusion, spreading rumors, or intentionally isolating someone from social groups.

Cyberbullying: Harassment, bullying, or exclusion through digital platforms such as social media, text messages, or online communications.

Psychological Bullying: Intimidating, threatening, or manipulating others in ways that affect their emotional well-being.

At FGDA, we believe that bullying is a serious issue that can harm both the victim and the broader community. We take every report seriously and will act quickly and effectively to address any instances of bullying.

3. Our Commitment to Anti-Bullying

FGDA is committed to providing:

A **zero-tolerance approach** to all forms of bullying.

A **safe space** where every individual feels respected, supported, and valued.

A culture of **inclusivity**, where differences are celebrated, and diversity is embraced.

Clear processes for reporting bullying and handling incidents with confidentiality, sensitivity, and fairness.

Education and awareness about the effects of bullying, helping students and staff to recognize it and prevent it.

4. Responsibilities of Students

Students are expected to:

- a. Treat all individuals with kindness, respect, and fairness, regardless of their background, appearance, or abilities.
- b. Stand up for themselves and others if they witness bullying, by either intervening (safely) or reporting the incident to a staff member.
- c. Report any instances of bullying to an instructor, staff member, or a trusted adult at FGDA immediately. This can be done verbally or in writing, and all reports will be treated confidentially.
- d. Participate in anti-bullying initiatives and activities that promote kindness, respect, and inclusion.

5. Responsibilities of Staff

All staff at FGDA are responsible for:

- a. Creating a **safe, inclusive, and respectful environment** in all classes, rehearsals, and events.
- b. Being **vigilant** and observant for any signs of bullying, whether they occur in class, during breaks, or in any other part of the academy.
- c. Addressing bullying behavior promptly, effectively, and in accordance with the academy's policy.
- d. Ensuring students understand the impact of bullying and the importance of respectful behavior.
- e. Providing **support** to students who may be victims of bullying, offering them reassurance and helping them through the reporting process.
- f. Encouraging **open communication** so students feel comfortable talking about their concerns.

6. Responsibilities of Parents and Guardians

Parents and guardians are encouraged to:

- a. Support the academy's anti-bullying policy and reinforce its principles at home.
- b. Encourage children to report any incidents of bullying or harassment they experience or witness at FGDA.
- c. Communicate with the academy if they have concerns about their child's well-being or if they believe their child is being bullied.
- d. Work with the academy to resolve any bullying-related issues that may arise and participate in discussions to ensure a safe and positive environment for all students.

7. Reporting Bullying

FGDA encourages students to speak out if they feel they are being bullied or if they witness bullying. Bullying can be reported in the following ways:

Directly to an Instructor: A student can inform their dance instructor of any bullying incidents.

Through a Trusted Staff Member: Students can approach any staff member they feel comfortable with.

Anonymous Reporting: If a student feels unsafe reporting bullying openly, they can use an anonymous reporting form available at the academy or on the academy's website.

All bullying reports will be treated confidentially and sensitively to protect the individuals involved.

8. Procedures for Addressing Bullying

When a bullying incident is reported, the following steps will be taken:

Investigation: The report will be investigated promptly by the academy's management. This may involve speaking with the victim, the alleged bully, and any witnesses. We will ensure that the investigation is fair and thorough.

Support for Victims: The student who has been bullied will receive support, including reassurance, guidance, and counseling if necessary. We will also take steps to prevent further bullying from occurring.

Action for Bullies: The individual responsible for bullying will be made aware of their actions and the harm they have caused. Depending on the severity of the bullying, appropriate disciplinary action will be taken. This could include:

- a. A formal warning
- b. A meeting with the student's parents/guardians
- c. Temporary suspension
- d. Permanent removal from the academy in extreme cases

Resolution: The goal is to resolve the issue in a way that restores harmony and safety to the affected individuals. Both the victim and the bully may be offered further support to address the situation and help prevent future incidents.

Monitoring: After any incident, the situation will be monitored to ensure that bullying has stopped and that both the victim and the bully receive ongoing support as needed.

9. Preventative Measures

FGDA will take proactive steps to prevent bullying by:

Educating students about the importance of kindness, respect, and inclusion through workshops, discussions, and group activities.

Promoting awareness of bullying behaviors and the negative impact they have on individuals and the community.

Encouraging positive peer interactions through group work, team-building exercises, and collaborative learning experiences.

Training staff to recognize the signs of bullying and intervene effectively when necessary.

10. Review and Monitoring of the Policy

This Anti-Bullying Policy will be reviewed regularly to ensure its effectiveness. Feedback from students, parents, and staff will be considered, and adjustments will be made as necessary. FGDA is committed to continuously improving its approach to bullying prevention and response.

At **Future Generation Dance Academy (FGDA)**, we believe in creating a positive and inclusive community where everyone can thrive. By standing together against bullying, we can ensure that all students have the opportunity to develop their skills, confidence, and love for dance in a safe and supportive environment.
