

**Anti-Bullying Policy**

**The purpose and scope of this policy statement:**

Pole Attack Ltd, Pole Attack Workshops Ltd, Pole Attack Kids Ltd works with children and families as part of its activities. These include: Pole Gymnastics, Aerial Hoop, Aerial Sling, Trapeze, Aerial Silks, Stretch and associated fitness/dance classes.

**The purpose of this policy statement is:**

To prevent bullying from happening in our organisation

To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support if they need.

To provide information to all staff, volunteers, children, and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of Pole Attack Ltd, Pole Attack Workshops Ltd and Pole Attack Ltd, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

**What is bullying?**

Bullying includes a range of abusive behaviour that is repeated or intended to hurt someone either physically or emotionally.

More detailed information about bullying is available from learning.nspcc.org.uk/childabuse-and-neglect/bullying

**Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The NSPCC provides summaries of the key legislation and guidance on:

Bullying learning.nspcc.org.uk/child-abuse-and-neglect/bullying

Online abuse learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse

Child protection learning.nspcc.org.uk/child-protection-system

**We believe that:**

Children and young people should never experience abuse of any kind

We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

**We recognise that:**

Bullying causes real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm All 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 or abuse

Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

Developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, both in face-to-face contact and online

Holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it.

Respecting the fact that we are all different and making sure that no one is without friends

Dealing with problems in a positive way and checking that our anti-bullying measures are working well.

Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying

Putting clear and robust anti-bullying procedures in place

Making sure our response to incidents of bullying takes into account:

The needs of the person being bullied and the needs of the person displaying bullying

Reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

More information about responding effectively to bullying is available:

Protecting children from bullying and cyberbullying learning.nspcc.org.uk/childabuse-and-neglect/bullying

Recognising and responding to abuse learning.nspcc.org.uk/child-abuse-andneglect/recognising-and-responding-to-abuse

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: 05/04/23

Pole Attack Ltd Pole Attack Workshops Ltd

Miss Helen Walker Ms Diana Walker

Director Director

Pole Attack Kids Ltd

Mel Walker

Director