



**RADIANCE ACADEMY
TOOWOOMBA**
Where dancers shine!

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Staff Policy and Procedures Document 18 Anti-Bullying and Harrassment Policy

What is bullying?

- is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.
- includes cyberbullying , which is bullying through information and communication technologies.
- can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race, disability, religion, homosexuality or transgender.
- can happen anywhere: at school, travelling to and from school, in sporting teams, between neighbours or in the work-place.
- of any form or for any reason can have long-term effects on those involved including bystanders

Bullying behaviour can be:

- verbal e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats, sending anonymous messages to or about an individual
- physical e.g. hitting, punching, kicking, scratching, tripping, spitting with the appropriate knowledge of the likely effect of such action and an intention to harm
- social e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- psychological e.g. spreading rumours, dirty looks, hiding or damaging possessions, malicious SMS and email messages, inappropriate use of camera phones

Conflict or fights between equals and single incidents are not defined as bullying.

Harassment:

- is the treatment of certain groups of people less favourably than others on the basis of certain personal characteristics (e.g. race, sex, pregnancy, marital status, breastfeeding, age, disability, sexual orientation, gender identity or intersex status)

Harassing behaviour can be:

- telling insulting jokes about a particular racial group
- sending explicit or sexually suggestive emails or text messages
- displaying racially offensive or pornographic material (e.g. on posters, screen savers or clothing)
- asking intrusive questions about someone's personal life, including his or her sex life

A one-off incident can constitute harassment. Any incidents of harassment or bullying at Radiance Academy Toowoomba are responded to quickly and appropriately.

Discrimination

Discrimination is treating, or proposing to treat, someone unfavourably because of a personal characteristic protected by the law, such as sex, age, religion, race or disability.

The seriousness of bullying cannot be emphasised enough. Bullying is among the top concerns that parents have about their children's safety and well-being at, and on the way to and from school. Bullying is also a top concern of children and young people themselves. Bullying makes the lives of its victims a misery: it undermines their confidence and self-esteem, and destroys their sense of security. Bullying can have a life-long negative impact on some young people's lives. At worst, bullying has been a factor in young people's suicide. Bullying is unacceptable and it will not be tolerated.

Aim

The aim of Radiance Academy Toowoomba's Anti-Bullying Policy is to:

- a) Prevent bullying of any sort including cyber-bullying.
- b) Make it clear to all students and staff that bullying is always unacceptable.
- c) Ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied.
- d) Create an ethos of good behaviour within the school where students treat each other and the school staff with respect.

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Prevention

The most effective way to combat bullying is by creating a community based on respect, with an ethos celebrating success and promoting good behaviour.

The best way to stamp out bullying is for people to be aware of the issues involved, to be involved in prevention and to be clear in their own minds what action to take should cases arise. In the procedures that follow, the word 'bullying' is used to cover all forms of bullying, including cyber-bullying.

Overview

Radiance Academy Toowoomba commits to anti-bullying. We endeavour to provide a safe and supportive community that fosters a lifelong love for dance and creative expression. In order to guarantee that all of our dancers are able to best pursue their passion, we have implemented a comprehensive anti-bullying policy applicable to our students, dance families, staff, and employees.

We define bullying as any behaviour; physical, verbal, written (either electronically or in person), that detrimentally targets another dancer or staff member. This counts as bullying when it physically or emotionally harms a dancer, targets a dancer for any actual or perceived characteristic, or creates a hostile environment in the dance studio.

We understand that the under-reporting of bullying is the biggest hindrance to stopping further harassment. Our management will always make time available to students/parents who have a concern and wish to discuss their problems.

Radiance Academy Toowoomba will not tolerate bullying in any form; physical, emotional, social or otherwise. As such, we have implemented an Anti-Bullying Policy. Since our goal is to empower people and embrace individuality, one documented bullying event will have repercussions, which may include immediate termination of enrollment for egregious violations.

Most noteworthy, as per the policy above, Radiance Academy Toowoomba recognizes that bullying does not just occur between students. Parents or guardians, who harass another student, parent, or Radiance staff member, will have repercussions, which may include suspension or termination of student. Please report all incidents of bullying you witness to the Director immediately.

At Radiance Academy Toowoomba, respect and compassion are two of our core values. All dancers have a right to learn and develop their art in a positive, respectful environment. We realise that every situation reported may require a unique follow-up.