**Wright Theatre Arts**



**Vision**

Taking inspiration from the universal language of dance

and the transformation that happens within it.

* To provide a caring, stimulating, stable environment, where every child feels happy, safe and secure.
* To develop a partnership between home and school that is beneficial and supportive.
* To create a caring, respectful and courteous environment where students develop social skills such as co-operation, tolerance and appreciation of each other.
* To maintain and uphold high levels of teaching to develop creativity, performance ability and aesthetic appreciation.
* To foster high standards of behaviour and self-discipline in all students.
* To nurture achievement through success in exams, auditions and performances.
* To encourage and enable every student to develop their full potential by celebrating personal achievement.
* To develop and deepen an interest in dance and performance through exposure to professional work.
* Community outreach and contribution.

**Positive behaviour Policy**

Written: August 2022

Written by: Lisa King and Lynne Wright

Review date: August 2024

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

* to prevent bullying from happening between children and young people who are members of Wright Theatre Arts
* 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, volunteers, children and their families about what we should all do to prevent and deal with bullying.

**This policy applies to anyone working on behalf of Wright Theatre Arts including;**

* Principal
* Teachers
* Volunteers and Chaperones
* Student Helpers and Students

The policy covers children under the age of 18 and/or vulnerable adults under the age of 24.

**What is bullying?**

Bullying includes a range of abusive behaviour that is

* repeated
* intended to hurt someone either physically or emotionally.

**Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

NSPCC Learning provides summaries of the key legislation and guidance on: • bullying and cyberbullying • online abuse • child protection in each nation of the UK.

**Wright Theatre Arts 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 operate in a way that protects them.

**We recognise that:**

* bullying causes real distress and affects a persons mental health and development
* in some instances, bullying 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 it.

**We will seek to prevent bullying by:**

* providing a caring, stimulating, stable environment, where every child feels happy, safe and secure
* developing a code of behaviour that sets out how everyone involved in WTA is expected to behave in face-to-face contact and online
* holding regular discussions with staff, volunteers, children, young people and families about bullying and how to prevent it
* providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
* putting clear and robust anti-bullying procedures in place.

**Rights and responsibilities**

Every member of WTA has a number of key rights and each right has a commensurate responsibility.

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| Right  | Responsibilities |
| To be safe and secure | Not to threaten the safety and security of others |
| To be cared for | To care for others |
| To be respected | To respect others |
| To be treated with courtesy by adults and children | To be courteous to adults and other children |
| To be heard | To listen to others |
| To be valued for what they can offer | To value the contribution of others |
| To receive praise for every effort and success so that all members feel good about themselves | To praise the efforts and successes of others  |
| To be in an environment where learning can take place | To avoid behaviour that will disrupt the learning environment for others |
| To know what reasonable and consistent expectations are made of them by adults. | To work hard to meet these reasonable and consistent expectations |
| To be dealt with fairly and consistently, by adults and pupils | To deal fairly and consistently with others |
| To have their own opinions and beliefs | To accept the different opinions and beliefs of others |
| To develop independence and self-discipline | To exercise independence and self-discipline |
| To be respected | To respect others |

**Our discussions with staff, volunteers, pupils and families will focus on:**

* group members’ responsibilities to look after one another and uphold the behaviour code
* practising skills such as listening to each other
* respecting the fact that we are all different
* making sure that no one is without friends
* dealing with problems in a positive way
* checking that our anti-bullying measures are working well.

**Responding to bullying**

We will make sure our response to incidents of bullying takes into account:

* the needs of the person being bullied
* the needs of the person displaying bullying behaviour
* needs of any bystanders
* our organisation as a whole.

**Diversity and inclusion**

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

* seeking opportunities to learn about and celebrate difference
* increasing diversity within our staff, volunteers, children and young people
* welcoming new members into Wright Theatre Arts.

**Related policies and procedures**

This policy statement should be read alongside other policies and procedures including:

* Child protection/Safeguarding policy
* Procedures for responding to concerns about a child or young person’s wellbeing
* Dealing with allegations made against a child or young person.

**Contact details**:

Nominated Safeguarding lead and Principle

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