



ANTI BULLYING & DISCRIMINATION POLICY

Astrid Academy of Movement take any issues regarding bullying, discrimination & victimisation very seriously.

Here are our definitions of each area:

Discrimination

Direct Discrimination: - treating someone less favourably than another person because of a Protected Characteristic.

Indirect Discrimination: - an action, rule or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.

Associative Discrimination: – direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.

Discrimination by perception: – direct discrimination against someone because others think they possess a particular Protected Characteristic.

Discrimination arising from disability: – someone is treated unfavourably because of something connected with their disability.

Bullying

Bullying: – offensive, intimidating, malicious or insulting behaviour, and /or an abuse or misuse of power that is meant to undermine, humiliate or injure the person on the receiving end.

Victimisation:

Victimisation: - treating a group or individuals in a detrimental way because they have made or intend to make a complaint or provide evidence in support of another complaint.

Harassment

Harassment: - unwanted or offensive conduct directed at oneself or another person.

Harassment by a third party: – the company is potentially liable for harassment of their staff by people not employed by them.

Astrid Academy of Movement recognises that all of its staff are to be able to understand, recognise, identify and respond to signs of discrimination, harassment, bullying and victimisation relating to children, young people and vulnerable adults. If any of the above occurs it will be dealt with promptly.

Astrid Academy of Movement will ensure:

- robust systems are in place to manage any concerns or allegations.
- Support whistleblowers and take steps to ensure members, their parents / carers and others feel able to raise concerns without fear of negative repercussions.
- Conduct enquiries into any reported matter and take action to resolve it.

Participants who are found to have discriminated against, harassed, bullied or victimised any other participant, will be dealt with appropriately, through the iAM Disciplinary Procedure.

Date: 01/07/2018

Approved by: Hannah Goggin & David Castling