



**BODY POLITIC**

## **Body Politic Anti-Bullying and Anti-Retaliation Policy**

**Date: 26th November 2025**

**Author/s: Emma-Jane Greig, Rachel Gildea**

Date for next annual review: November 2026

### **Monitoring & Review**

The policy will be reviewed annually. All individuals in a position of trust should have access to this policy and sign to the effect that they have read and understood its contents.

| Review Date   | Changes Made             | By Whom       | Approved by |
|---------------|--------------------------|---------------|-------------|
| July 2024     | Creation                 | E J GRIEG     |             |
| November 2025 | Annual update and review | Rachel Gildea |             |
| November 2026 | Annual update and review |               |             |

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Body Politic is committed to maintaining an environment in which all staff members and members of the public can feel part of this supportive community which is free from any form of bullying. Management of Body Politic, is committed to dealing quickly and effectively with any incidents that arise. All reported incidents will be taken seriously.

The organisation has the goal that no-one should be subjected to any form of bullying; feel as though bullying has to be tolerated; or are made to feel being the victim of bullying is their fault. Everyone is entitled to be treated with dignity, fairness and respect.

## **What is bullying**

Bullying may be characterised as “offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.”

Bullying can be an isolated incident, or it can be persistent. It can cover a wide range of behaviours, whether in person, online (e.g., social media), over email, or by phone.

Some examples include:

- non-constructive criticism, which is personal
- public humiliation
- unwanted physical contact
- unwelcome remarks about a person's dress or appearance
- use of offensive language or obscene gestures
- gossip, or making defamatory comments
- isolation or non-cooperation and exclusion from social activities
- shouting at staff
- persistent criticism
- personal insults

## **Commitments of Body Politic and Staff**

*Although most are freelance, for the purpose of this policy, all teachers, managers, assistants, or other people occupying the studio in a professional capacity, representing Body Politic, will be referred to as “staff”.*

In order to keep Body Politic a bullying-free space, the studio, and staff commit to:

- Treat all individuals with respect and courtesy, avoiding any form of bullying, harassment, or discriminatory behaviour
- Adopt inclusive teaching practices, considering diverse abilities, backgrounds, and preferences among participants, and make an effort to avoid any actions that may lead to exclusion or discomfort
- Promptly report any witnessed or experienced incidents of bullying, harassment, or inappropriate behaviour within the studio, as laid out below
- Contribute to creating a supportive and welcoming environment by actively promoting positive interactions and intervening when they observe any behaviour that goes against the studio's anti-bullying policy
- Cooperate fully with any investigations, providing information and assistance as needed to address the issue appropriately
- Ensure the effective implementation of the anti-bullying policy throughout the studio, including providing clear communication to all staff members
- Maintain confidentiality throughout the investigation process, respecting the privacy of all parties involved while addressing the issue appropriately
- Provide support and resources for individuals who have experienced bullying, ensuring they feel heard and supported throughout the resolution process
- Ensure that consequences for bullying or harassing behaviour are enforced consistently and in accordance with the severity of the offence, which may include disciplinary actions, or staff/membership termination

## **What do I do if I am being bullied**

If you believe you are being bullied, there are a few steps you can take. If you feel comfortable, you may wish to speak to the person bullying you and tell them that this behaviour is unacceptable and must be stopped.

Speaking to the person bullying you may not be appropriate or comfortable. In this case, please contact Emma-Jane Greig via email or phone, or arrange a meet-up.

If Emma-Jane Greig can not be impartial in the claim you are making, please contact Lauran Kendall or any other staff member from the organisation. They will discuss with you how best to approach this situation and, with your permission, will speak with management to understand the situation and take appropriate action.

## **Anti-retaliation**

Body Politic makes a commitment to maintain an environment that is free from harassment, discrimination and retaliation for engaging in any activity, such as reporting any adverse

behaviour. We will protect staff members and studio members against any form of retaliatory action if they raise any concerns or allegations of wrongful behaviour.

### **Contact details and more information**

You can read more about the Government's policy on bullying here  
<https://www.gov.uk/workplace-bullying-and-harassment>

Emma-Jane Greig (Artistic Director & CEO)

07791905851 | [emj@bodypoliticdance.com](mailto:emj@bodypoliticdance.com)

Lauren Kendall (Chair of Trustees)

07961205654 | [kendall.lauren@gmail.com](mailto:kendall.lauren@gmail.com)

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This document will be given to every staff member, and made available on the Body Politic Website.

This document was last reviewed on: 25/11/2025 by Rachel Gildea, Producer.

If you have any comments or would like to speak to us regarding this policy please email [admin@bodypoliticdance.com](mailto:admin@bodypoliticdance.com)

# Dealing with A BULLYING ALLIGATION



## 1 - Investigate

An investigation will be carried out following an allegation to determine if there is evidence of the following:

Is there evidence of deliberate, targeted, hurtful behaviour?

Is there evidence of repeated incidences over time?

Is there evidence of a power difference?

Is the alleged victim a vulnerable person?

If YES to any - proceed to Stage 2.

If NO - give a warning to the person causing the bullying. If the bullying repeats escalate to stage 2.

## 2 - Intervene

Agree a course of action between the victim and staff member.

Speak with the person(s) causing the bullying through a formal conversation, about the behaviour.

Review every two weeks for a period of six weeks.

If bullying has stopped, continue to monitor, if bullying continues - proceed to Stage 3.

## 3 - Safeguard

Safeguard the person who has been harmed from the harmer.

Take relevant action to deal with the person causing the bullying. This may include suspension, or termination of staff contract or membership.