

Denmead Brass - Anti-Bullying Policy

Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm. **All** band members have a role to play in preventing bullying and putting a stop to bullying.

The purpose of this policy is:

- to prevent bullying from happening in our brass band;
- when bullying does happen, to make sure it is stopped and that those involved receive the support they need;
- to provide information to all members, volunteers, young people and their families about what we should all do to prevent and deal with bullying.

We recognise that:

Bullying is "behaviour, usually repeated over time, that intentionally hurts another individual or group of individuals, physically or emotionally". One person or a group can bully others;

Bullying can occur either face to face between individuals or groups or online, using information technology, such as computers or mobile phones;

Bullying can include:

- verbal teasing or making fun of someone;
- excluding members from activities and conversations;
- pressurising other members not to be friends with the person who is being bullied;
- spreading hurtful rumours or passing round inappropriate photographs/images/drawings;
- shouting at or verbally abusing someone;
- stealing or damaging someone's belongings;
- making threats;
- forcing someone to do something embarrassing, harmful or dangerous;
- harassment based on race, gender, sexuality or disability;
- physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with the bands Safeguarding Policy).

We will seek to prevent bullying by:

- Ensuring members following our code of conduct that sets out the "dos" and "don'ts" in terms of how everyone involved in the Band is expected to behave, both in face-to-face contact and online. This document can be found via the Safe Guarding page on the bands website (www.denmeadbrass.org.uk). A printed copy can be provided by the safeguarding team on request.
- Advertise and promote the band in a way that will help to attract members from diverse groups.
- Provide welcome information to new members and help them to settle in.
- Hold discussions with members, volunteers, young people and families who are part of the Band to ensure that they understand our anti-bullying policy.

If bullying is suspected or reported

- The member of the committee / tutor/ volunteer who has been approached will deal with the incident immediately.
- A clear account of the incident will be recorded and given to the Safeguarding lead or person in charge who will interview all concerned and will record the incident
- Band conductors will be kept informed
- Parent(s) of child or young person will be kept informed
- The matter will be kept confidential, involving only those people that need to know

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Persons who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a committee member of their choice
- Parental involvement (Youth Members)
- Reassuring the victim
- Offering continuous support
- Restoring self-esteem and confidence

Persons who have bullied will be helped by:

- Discussing what happened
- Discovering why the person became involved
- Establishing the wrongdoing and need to change
- Informing parents or guardians to help change the attitude of the person (Youth Members)
- If the Bullying does not cease or the conflict become resolved, the following disciplinary steps can be taken: Official warning to cease offending; Seating position to be reviewed; Member to be sent home; Permanent exclusion; Police informed.

Monitoring and reviewing

The safeguarding team is responsible for monitoring the effectiveness of this Anti-Bullying policy. It will be reviewed annually.