



BRATTON COMMUNITY BRASS BANDS

ANTI-BULLYING POLICY - 2024

The purpose of this policy is:

- To prevent bullying from happening in our organisation, as much as possible.
- When bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need.

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 causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm. People are often targeted by bullies because they appear different from others.
- We all have a role to play in preventing bullying and putting a stop to bullying.

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 child protection and adult safeguarding procedures).

Preventing and responding to bullying:

It is **everyone's responsibility** to:

- Follow our Code of Conduct that sets out the 'dos and don'ts in terms of how everyone involved in the organisation is expected to behave, both in face-to-face contact and online.
- Report any incidence of bullying members see to a Designated Safeguarding Lead

When bullying occurs, it is the **Designated Safeguarding Leads responsibility** to:

- provide support to the person being bullied
- record all reported incidents of bullying using the safeguarding documentation and store these records securely, as described in the safeguarding policy
- Investigate the alleged bullying from the point of view of the person being bullied, the bully, any bystanders and the band as a whole
- Develop a plan to support the resolution of the issue

It is the **Committees responsibility** to:

- Review any plan developed to address bullying to ensure that the problem has been resolved
- Advertise and promote the organisation in a way that will help to attract members from diverse groups.
- Provide welcome information to new members and help them to settle in

Policy Adopted: July 2023

Signed by (print): M. STRONG

Signed by (signature): 

Date: 27/07 /23

Date Reviewed	Reviewed By	Date Approved by Committee
20/03/24	M Strong, C Bowes	30/05/24