



# **City of Bristol Brass Band**

## **with City of Bristol Brass Band Learner Band**

### **ANTI-BULLYING POLICY**

#### **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 child protection and adult safeguarding procedures).

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.

### **Intentional bullying includes:**

- verbal abuse, such as name-calling, gossiping, teasing or making fun of someone
- non-verbal abuse, such as hand signs or text messages
- emotional abuse such as threatening, intimidating or humiliating someone
- exclusion, such as ignoring or isolating someone, or pressuring others not to be friends with them
- undermining by constant criticism, spreading rumours or inappropriate images
- stealing or damaging someone's belongings
- controlling or manipulating someone
- harassment on the basis of race, gender, sexuality, appearance or disability
- physical assaults, such as hitting and pushing (unless very minor, must be dealt with as abuse under the band's Safeguarding Policy)
- sexual assault (must be dealt with in accordance with the band's Safeguarding Policy)
- forcing someone to do something embarrassing, harmful or dangerous
- making silent, hoax or abusive calls
- online or cyberbullying, including by means of "trolling" and "sexting".

### **Unintentional bullying includes:**

- behaviour which is thoughtless or insensitive causing harm to someone
- behaviour or attitudes which lack ongoing empathy with the needs or feeling of others
- aggressive behaviour not recognised as such by the aggressor
- actions claimed to be justified as being in the best interests of the organisation or recipient despite an awareness that they may cause harm
- actions causing pain or harmful consequences of which the perpetrator is unaware
- gossip encouraging hurtful attitudes and behaviour
- using one's recognition of unintentional bullying by others as evidence that one cannot be a perpetrator oneself
- behaviour based on unchallenged minor prejudices
- justifying being the cause of painful embarrassment on the grounds of "having a laugh"
- seeking to excuse potentially harmful behaviour by apologising.

### **The purpose of this policy is:**

- to prevent bullying from happening in our brass band, 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;
- to provide information to all members, volunteers, young people, adults at risk, and their families about what we should all do to prevent and deal with bullying.

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

- Developing a code of behaviour 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.
- 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, adults at risk and families who are part of the Band to ensure that they understand our anti-bullying policy.

**When bullying occurs, we will respond to it by:**

- If bullying is suspected or reported, a member of the committee will deal with the incident immediately.
- A clear account of the incident will be recorded and given to the Welfare Officer or committee member who will interview all concerned and will record the incident.
- Band conductors will be kept informed
- Parents will be kept informed (Under 18 Members)

**Persons who have been 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 (Under 18 Members). If the bullying does not cease or conflict becomes resolved, the following disciplinary steps can be taken:
  - Official warning to cease offending
  - Seating position to be reviewed
  - Member sent home
  - Permanent exclusion
  - Police informed.

**Monitoring and review**

This policy will be reviewed every three years.

Signed by (Print): ..Sara Curtis (Chair, City of Bristol Brass Band) .....

Signed by (Signature): .....  .....

Date: ..10<sup>th</sup> July 2024.....