

The National Youth Brass Band of Great Britain

Anti Bullying Policy (NYBBGB-POL009)

1. Introduction

1.1 The NYBBGB are committed to providing a caring, friendly and safe environment for all our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable within our organisation, whether it is on the courses or in a wider context. If bullying or harassment does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying or harassment is happening is expected to tell the staff.

1.2 All members of The NYBBGB's staff, students and parents should have an understanding of what bullying is and what The NYBBGB procedures are for responding to bullying.

1.3 As an organisation we take bullying seriously. Students, staff and parents and anyone associated with The NYBBGB should be assured that we do not tolerate bullying and that they will be supported when such behaviour is reported.

2. What is bullying?

2.1 Bullying is behaviour by an individual, peers or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally. An act, or acts, of bullying can take place at any time. This policy will apply at any point whilst a student is registered as a player in one of our bands. All staff are trained to be vigilant about all forms of bullying and/or peer abuse.

2.2 Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist** - racial taunts, graffiti, gestures
- **Sexual** - unwanted physical contact or sexually abusive comments
- **Trans** - bullying based on prejudice or negative attitudes, views or beliefs about trans people
- **Sexist** - bullying because of their sex or because they may not be perceived to conform to typical gender norms
- **Faith** - because of their religion
- **Social class** – because of their background or social class
- **Homophobic** - because of, or focussing on the issue of sexuality
- **Ability** - because of, or focusing on learning and/ or physical disabilities
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing because of appearance etc.
- **Cyber** - all areas of internet use, such as e-mail and internet chat room misuse, mobile threats by text messaging, including sexting & calls, misuse of associated technology

- **Musical** - because of ability to play and rate of musical development

3. Why is it Important to respond to bullying?

3.1 Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Members who are bullying need to learn different ways of behaving.

3.2 Whilst we all have a responsibility to respond promptly and effectively to issues of bullying, a proactive approach to identify and act upon potential signs of bullying will assist in dealing with issues prior to them being formally raised. The signs and behaviours (below) could indicate other problems, but bullying should be considered a possibility and should be investigated. Other signs may also manifest themselves not mentioned here.

- is frightened of walking to or from anywhere
- doesn't want to travel with others
- begs to be driven to venues
- changes their usual routine
- is unwilling to go to courses or events (phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- uses excuses to miss band (headache, stomach ache etc)
- begins to suffer academically
- comes home with clothes torn
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises or shows signs of being in a fight
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- changes their eating habits (stops eating or over eats)
- goes to bed earlier than usual
- is unable to sleep
- wets the bed
- is frightened to say what's wrong
- gives unlikely excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a text message or email is received

3.3 The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded and given to the Operations Manager
- The Operations Manager will interview all concerned and will record the incident
- Other staff will be kept informed and if it persists they will advise the appropriate staff
- Parents will be kept informed as necessary
- Punitive measures will be used as appropriate and in consultation with all parties concerned

- If necessary and appropriate, police will be consulted

3.4 Members who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the member
- Offering continuous support
- Restoring self-esteem and confidence

3.5 Members who have bullied will be helped by:

- Discussing what happened
- Discovering why the member became involved
- Establishing the wrongdoing and the need to change
- Informing parents or guardians to help change the attitude and behaviour of the child
- Signposting the member to services that provide restorative education in this area.

3.6 The following disciplinary steps can be taken:

- Official warnings to cease offending
- Seating position being looked at
- Exclusion from certain areas
- Member being sent home
- Excluded from the band

3.7 Within the culture of The NYBBGB we will raise the awareness of the nature of bullying through inclusion in assemblies and other areas as appropriate, in an attempt to eradicate such behaviour.

4. Prevention

5.1 We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Writing and implementing a set of band rules
- Signing a behaviour contract
- Using assemblies to reinforce awareness
- House staff advice
- Having regular discussions about bullying and why it matters
- Continuing and developing the mentoring scheme.

5. Monitoring, evaluation and review

4.1 The NYBBGB will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the organisation.