



Hangleton Brass 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.

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, 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 Hangleton 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 if required with members, volunteers, young people, adults at risk and families who are part of the Hangleton Band to ensure that they understand our anti-bullying policy.

When bullying occurs, we will respond to it by

- Providing support and training for all Officers and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying;
- Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and the band as a whole;
- Reviewing the plan developed to address the bullying, to ensure that the problem has been resolved;
- Avoiding any punishments that make the individuals concerned seem small or look or feel foolish in front of others.