

ANTI-BULLYING POLICY

1. Statement of Intent

- 1.1. We are committed to providing a caring, friendly and safe environment for all of our members so they can perform in a relaxed and secure atmosphere.
- 1.2. Bullying of any kind is unacceptable at BYP. If bullying does occur, all members must know that incidents will be dealt with promptly and effectively.
- 1.3. This means that anyone who knows that bullying is happening is expected to tell the staff.

2. Objectives of this Policy

- 2.1. All members, staff, volunteers, officers and trustees should have an understanding of what bullying is.
- 2.2. All members, staff, volunteers, officers and trustees should know what the policy is on bullying, and follow it when bullying is reported.
- 2.3. All members should know what the policy is on bullying, and what they should do if bullying arises.
- 2.4. BYP takes bullying seriously. Members and parents/carers should be assured that they will be supported if bullying is reported.
- 2.5. Bullying will not be tolerated.

3. What is Bullying?

- 3.1. Bullying is the use of aggression with the intention of hurting another person.
- 3.2. Bullying results in pain and distress to the victim.
- 3.3. Bullying can be:
 - 3.3.1. **Emotional** – being unfriendly, excluding, tormenting
 - 3.3.2. **Physical** – pushing, kicking, hitting, punching or any use of violence
 - 3.3.3. **Racist** – racial taunts, graffiti, gestures
 - 3.3.4. **Sexual** – unwanted physical contact or sexually abusive comments
 - 3.3.5. **Verbal** – name-calling, sarcasm, spreading rumours, teasing
 - 3.3.6. **Cyber** – all areas of internet, such as email and internet chat room misuse
 - 3.3.7. **Mobile** – threats by text messaging and calls
 - 3.3.8. **Misuse of** – associated technology (e.g. camera and video facilities)

4. Why is it Important to Respond to Bullying?

- 4.1. Bullying hurts.
- 4.2. No-one deserves to be a victim of bullying.
- 4.3. Everybody has the right to be treated with respect.
- 4.4. Members who are perpetrators of bullying need to learn different ways of behaving.

BYP has a responsibility to respond promptly and effectively to issues of bullying.

5. Signs and Symptoms

5.1. A Member may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a member:

- 5.1.1. Is frightened of walking/travelling to or from BYP
- 5.1.2. Changes their usual routine
- 5.1.3. Becomes withdrawn, anxious, or lacking in confidence
- 5.1.4. Starts stammering
- 5.1.5. Attempts or threatens suicide, or runs away
- 5.1.6. Has possessions which are damaged or “go missing”
- 5.1.7. Has unexplained cuts or bruises
- 5.1.8. Becomes aggressive, disruptive or unreasonable
- 5.1.9. Is bullying other children or siblings
- 5.1.10. Is frightened to say what is wrong
- 5.1.11. Gives improbable excuses for any of the above

5.2. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated..

6. Procedures

- 6.1. Report bullying incidents to the Chair of Trustees who will then set an investigation in place
- 6.2. In cases of serious bullying, the incidents will be recorded by staff
- 6.3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- 6.4. If necessary and appropriate, police will be consulted
- 6.5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- 6.6. An attempt will be made to help the bully or bullies change their behaviour.

7. Outcomes

- 7.1. The bully or bullies may be asked to genuinely apologise. e

- 7.2. In serious cases, suspension or even exclusion will be considered
- 7.3. If possible, the members will be reconciled
- 7.4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

8. **Prevention**

- 8.1. BYP will use various methods for helping to prevent bullying. Leaders will be expected to be aware of any signs of bullying and report these immediately to the Chair of Trustees to deal with appropriately.
 - 8.1.1. Writing a Code of Conduct
 - 8.1.2. Signing a behaviour contract
 - 8.1.3. Pe

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