

# ANTI-BULLYING POLICY

DATE May 2024

REVIEW FREQUENCY Every three years (*May 2027*) POLICY

OWNER/REVIEWER Trudy Monday & Mary Auton

Thornbury Area Youth Music (**TAYM**) is a local Music charity which aims to provide a balanced range of musical activities, taking into account the ages, development needs and interest of each child and young person.

**TAYM** aims to provide a supportive, caring and safe environment in which all children are free from the fear of being bullied. Bullying behaviour in any form is not tolerated in our music group, whether carried out by a child or an adult.

All **TAYM** representatives (*Tutors, Trustees, Parents/carers & Musicians*) will be made aware of the music group's position on bullying:

- Any individual who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the group Tutor/Trustee and the Head of Centre/Trustees informed.
- A clear account of the incident will be recorded in an Incident log.
- All Tutors & Trustees will be informed so that close monitoring of the victim and bully can begin.
- Parents of both parties will be informed.

**TAYM** recognises the term 'bullying' as the repeated harassment of others through emotional, physical, psychological or verbal abuse:

■ *Physical:* Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.

■ *Psychological:* Behaviour likely to create a sense of fear or anxiety in another person.

■ *Emotional:* Being deliberately unkind, shunning or excluding another person from a group or tormenting them.

eg, making another person feel 'left out' of an activity, passing notes about others or making fun of another person. 📌 *Verbal*: Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

### **Preventing bullying behaviour:**

*Tutors & Trustees at TAYM will foster an anti-bullying culture in the following ways:*

- 📌 Encouraging a caring and nurturing environment
- 📌 Encouraging children to report bullying without fear
- 📌 Discussing the issues surrounding bullying with the children, including why bullying behaviour will not be tolerated
- 📌 Exploring the consequences of bullying behaviour with the children.

### **Responding to bullying behaviour:**

*TAYM acknowledges that despite all efforts to prevent it, bullying behaviour is likely to occur on some occasions. Should such incidents occur, TAYM will respond in accordance with the following principles:*

- 📌 We will address all incidents of bullying thoroughly and sensitively.
- 📌 Victims of bullying will be offered the immediate opportunity to discuss the matter with a Tutor, or Trustees who will reassure the child and offer support.
- 📌 They will be reassured that what they say will be taken seriously and handled sympathetically. 📌 Tutors & Trustees will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.
- 📌 If another child witnesses bullying and reports this, Tutors/Trustees will reassure them that they have done the right thing. Tutors/Trustees will then investigate the matter.
- 📌 If a member of Tutors/Trustees witnesses an act of bullying, involving children or volunteers at the music group, they will inform the Head of Centre.
- 📌 Children who have bullied will be helped by discussing what has happened, establishing why the child became involved. Tutors/ Trustees will help the child to understand why this form of behaviour is unacceptable and will encourage him/her to change their behaviour
- 📌 If bullying behaviour persists, more serious actions may have to be taken.
- 📌 All incidents of bullying will be reported to the Head of Centre and will be recorded in an Incident Log.

**The Child Protection Officer (Trudy Monday - Head of Centre) and other relevant Tutors/Trustees will review the music group's procedures, in respect of bullying, to ensure that practices are relevant and effective.**