

Anti-bullying Policy

Abergavenny Orchestral Society

This policy applies to all members of Abergavenny Orchestral Society, the Musical Director, and the Leader. It also applies to other people working with Abergavenny Orchestral Society, or participating in activities or events organised by Abergavenny Orchestral Society. Hereafter referred to as Members and Associates

The purpose of this policy:

- to prevent bullying from happening in Abergavenny Orchestral Society, 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 and Associates, whether adults or children, and to children's families about what we should all do to prevent and deal with bullying.

We recognise that:

- bullying is "behaviour, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally". *Safe from bullying in youth activities, DCSF 2009*
- 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 children from games and conversations;
 - pressurising other children 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 on the basis of 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 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.

We will seek to prevent bullying by:

1. Developing a code of behaviour that sets out the “dos” and “don’ts” in terms of how everyone involved with Abergavenny Orchestral Society is expected to behave, both in face-to-face contact and online;
2. Making sure that all Members, Associates, and parents and carers have access to clear information about our Anti-bullying Policy, Codes of Behaviour and Anti-bullying Procedure.

When bullying occurs, we will respond to it by:

1. Having a clear anti-bullying procedure in place;
2. Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and Abergavenny Orchestral Society as a whole;
3. Reviewing the plan developed to address the bullying, in order to ensure that the problem has been resolved;
4. Avoiding any punishments that make the individuals concerned seem small, or look or feel foolish in front of others.

Monitoring and review

The Designated Safeguarding Lead is responsible for monitoring the effectiveness of this policy. This policy will be reviewed every two years.

Date of last review:

Date of next review:

Signed:.....Designated Safeguarding Lead

Signed:.....Chairman