

EAST RIDING YOUTH BRASS BAND



Anti-bullying policy

1. Introduction

This policy applies to all volunteers, committee members, users and the general public.

2. Definitions

For the purpose of this document the following definitions will apply:

- 2.1 Committee Member – a person noted as holding an executive position, or as a member of the ERYBB committee
- 2.2 Volunteer – a person noted as offering volunteer hours towards the aims and objectives of ERYBB's activities
- 2.3 Member/Service User – participants in activities arranged and conducted by ERYBB

1. Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

Persons who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or absenteeism.

4. Statement of Policy

The East Riding Youth Brass Bands are committed to preventing bullying during their activities.

Persons are encouraged to report bullying.

The following steps may be taken when dealing with incidents:

If bullying is suspected or reported, the member of the committee / volunteer has been approached will deal with the incident immediately.

A clear account of the incident will be recorded and given to the Child Protection Officer.

The Child Protection Officer will interview all concerned and will record the incident.

Band conductors will be kept informed

Parents will be kept informed. Punitive measures will be used as appropriate and in consultation with all parties concerned.

Monitoring

Persons who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with a committee member of their choice

Reassuring the student

Offering continuous support

Restoring self-esteem and confidence

Students who have bullied will be helped by:

Discussing what happened

Discovering why the student became involved

Establishing the wrongdoing and need to change

Informing parents or guardians to help change the attitude of the pupil

Grievances

The following disciplinary steps can be taken:

Official warnings to cease offending

Exclusion from certain areas of school premises

Minor fixed-term exclusion

Major fixed-term exclusion

Permanent exclusion

Review

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

On behalf of ERYBB we, the undersigned, will oversee the implementation of the Anti bullying policy and take all necessary steps to ensure it is adhered to.

Signed:

Name:

Name:

Position within ERYBB:

Position within ERYBB:

Date:
