



Bromley Youth Music Trust

Anti-Bullying Policy

September 2018 Edition

Bromley Youth Music Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Bromley Youth Music Trust is committed to valuing and celebrating diversity and promoting equality of opportunity for all its staff and students. We are working to create a learning and working environment which is free from prejudice, discrimination, intimidation and all forms of harassment including bullying. Respect for rights is at the heart of our planning, policies, practice and ethos and we expect all members of our community to model this in their behaviour and relationships.

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1 Introduction

- 1.1 Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally, and is often targeted and repeated.
- 1.2 Children are bullied for a variety of reasons, and for no reason. Specific types of bullying include bullying related to race, religion, culture, disability, gender, sexual orientation or appearance, but often victims are selected because of their social position within the group and their inability to respond effectively. Bullying may take the form of comments, physical contact, social exclusion or 'cyber bullying' – e.g. social media, sms, msn or youtube messages.
- 1.3 Bullying makes the lives of its victims a misery. It undermines confidence, self esteem and victims' sense of security, and can have a life-long impact on some victims' lives. It can cause psychological damage and even lead to suicide.
- 1.4 The bullying of pupils by staff (or of staff by staff) is unacceptable to the ethos of BYMT and may result in disciplinary action.

2 Aims and Objectives

- 2.1 Develop an ethos in which bullying is regarded as unacceptable.
- 2.2 Maintain a safe and secure environment where all can learn without anxiety.
- 2.3 Produce a consistent and effective response to any bullying incidents that may occur.
- 2.4 Make all those connected with BYMT aware of our opposition to bullying, and make clear each person's responsibilities with regard to the eradication of bullying.

3 Strategies

- 3.1 Strategies adopted to prevent and deal with bullying include:
 - effective leadership that promotes an open and honest anti-bullying ethos;
 - staff induction and regular training for all staff;
 - ensuring adequate supervision of pupils at all times and especially on residential visits;
 - creating opportunities for pupils to speak confidentially to members of staff about concerns;

- following an appropriate course of action, including disciplinary measures and contact with parents, when an incident/episode of bullying is reported.

4 Action to be followed when bullying has been observed/reported

1. Reassure the person who makes the allegation that the matter will be fully investigated.
2. Make a record of the allegation and keep records of all follow-up actions taken.
3. Confer with the Deputy Principal or a member of the SMT.
4. Take immediate and appropriate corrective action (in consultation with the Deputy Principal). This will vary according to the circumstances, but might involve a talk with the perpetrator and/or victim, contact with parents, disciplinary penalties against the perpetrator and/or more serious action by the Principal, such as a warning letter or removal from that Ensemble.
5. Ask all staff who have contact with the alleged perpetrator and victim to be watchful and a) report their observations back to you, or the Deputy Principal; and b) continue to be vigilant and to report any further incidents between the pupils concerned.
6. Speak again to the person who made the allegation, informing them of your findings, and of the action taken.
7. Continue to monitor the situation.
8. In some cases, it may be felt necessary to make other members of a group or ensemble aware of the situation, in order to provide reassurance or to give them the opportunity to support the victim. Such action will only be taken with approval of the Principal and the parents/carers of the victim.

5 The role of the Senior Management Team (SMT)

- 5.1 It is the responsibility of the SMT to implement BYMT's anti-bullying strategy and to ensure that all staff (teaching and non-teaching) are aware of this policy and know how to deal with incidents of bullying.

6 The role of the Teacher

- 6.1 Teachers at BYMT take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- 6.2 If teachers witness an act of bullying, or if an incident is reported to them, they follow the procedures detailed in Section 4 above. They do all they can to support the child who is being bullied, and to give appropriate guidance and support to the bully.
- 6.3 Teachers must be good listeners, and give time and opportunity for children to report concerns.

7 The role of Parents/Carers

- 7.1 Parents/Carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's instrumental teacher or a member of the SMT immediately.
- 7.2 Parents have a responsibility to support BYMT's anti-bullying policy and to actively encourage their child to be a positive member of the Trust.

8 The role of Pupils

- 8.1 Pupils are expected to support the aims of BYMT in respect of bullying. They are expected to have a 'zero tolerance' to bullying, and to report any incidents which they experience or witness.
- 8.2 Children are encouraged to act to prevent bullying, as appropriate, and to support victims.

9 Monitoring and review

- 9.1 This policy is monitored on a day-to-day basis by the Principal and teachers.
- 9.2 The effectiveness of this policy is reviewed annually by the SMT. They do this by examining incidents of bullying throughout the year, and by discussion with the staff.

10 Where to turn for further guidance

- 10.1 Further support may be found at: www.counselling-directory.org.uk.