



BRATTON COMMUNITY BRASS BANDS

ANTI-BULLYING POLICY - 2025

Purpose of this Policy:

- **Prevention:** To prevent bullying within our organisation by fostering a respectful and inclusive environment.
- **Response:** To ensure that when bullying does occur, it is addressed promptly, and appropriate support is provided to all parties involved.

Understanding Bullying:

We recognise that bullying is:

- **Repeated behavior** that intentionally harms another individual or group of individuals, either physically or emotionally.
- **Affecting individuals or groups** — it can involve one person bullying another, or a group targeting an individual.
- **Taking place in various settings:** bullying may happen face-to-face, or online through information technology (computers, mobile phones, etc.).

Impact of Bullying:

- Bullying causes real distress and can negatively affect an individual's health, development, and well-being. In severe cases, it can cause long-term harm.
- People who are targeted by bullies are often singled out due to perceived differences.

We all have a shared responsibility to **prevent bullying** and **take action** to stop it.

Forms of Bullying:

Bullying can manifest in various forms, including:

- **Verbal abuse:** Teasing, name-calling, or making fun of someone.
- **Exclusion:** Deliberately leaving someone out of activities or conversations.
- **Peer pressure:** Encouraging others to avoid or isolate the victim.
- **Spreading harmful rumours:** Circulating hurtful information or inappropriate content (e.g., images, drawings).
- **Verbal threats:** Yelling or making threatening statements.
- **Physical aggression:** Damaging property or engaging in physical assault.
- **Sexual harassment or assault:** Any unwanted sexual behavior or touching.
- **Harmful or dangerous activities:** Forcing someone to engage in activities that are embarrassing, dangerous, or harmful.
- **Discrimination:** Harassment based on race, gender, sexuality, or disability.

(Note: Any incidents of physical or sexual assault should be treated as abuse and handled according to child protection and adult safeguarding procedures.)

Preventing and Responding to Bullying:

Everyone's Responsibility:

- **Follow our Code of Conduct:** All members must adhere to the expected behaviors in both face-to-face interactions and online.
- **Report bullying:** Anyone who witnesses bullying should immediately report it to a Designated Safeguarding Lead.

Role of the Designated Safeguarding Lead (DSL):

- Provide support to the individual who has been bullied.
- Record all reported bullying incidents in accordance with the safeguarding policy and maintain secure documentation.
- Investigate the bullying from multiple perspectives (the victim, the alleged bully, bystanders, and the band as a whole).
- Develop a tailored action plan to address and resolve the issue.

Role of the Committee:

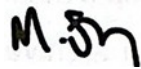
- **Review the resolution plan:** Ensure that the bullying issue has been effectively addressed and resolved.
- **Promote diversity:** Advertise and promote the organisation to attract members from diverse backgrounds.
- **Support new members:** Provide a welcoming environment and orientation to help new members integrate smoothly.

Policy Adopted:

Signed by (print):

M. STRONG

Signed by (signature):



Date:

September 2025