

Blewbury Brass Band: Anti-bullying policy

This Anti-bullying policy was approved by Blewbury Brass Band's committee on 12 October 2024. It closely follows the Brass Band England ("BBE") sample policy found in its BandSafe resources pack and which was drafted in partnership with the NSPCC and funded by the Arts Council.

The purpose of this policy is:

- to prevent bullying from happening in BBB;
- if bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need.

We recognise that:

Bullying is behaviour, 'usually repeated over time, that intentionally hurts another individual or group of individuals, physically or emotionally'. 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 members from activities and conversations;
- pressurising other members 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 based on 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 and adult safeguarding procedures).

Blewbury and District Brass Band ("BBB") recognises that 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. Bullying may be perpetrated either directly in person or online.

We all have a role to play in preventing bullying and putting a stop to bullying.

Annual Review

We are committed to reviewing our policy and good practice annually.

This policy was adopted on: 12 October 2024