

# Bretforton Silver Band – Anti-Bullying Policy

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Date policy reviewed/updated: 5<sup>th</sup> February 2024.

Next review due for policy: 5<sup>th</sup> February 2025.

1. Introduction: Bretforton Silver Band is committed to providing a safe and inclusive environment for all its members, probationary members and visitors. This policy aims to prevent and address bullying behaviour within the band and promote a culture of respect, understanding, and kindness.

## **Definition of Bullying**

2. Bullying is defined as any repeated, deliberate, and harmful behaviour, whether verbal, physical, or psychological, that is intended to intimidate, humiliate, or harm an individual or group. This includes but is not limited to name-calling, taunting, spreading rumours, physical aggression, social exclusion, cyberbullying, and any other behaviour that causes distress or undermines the dignity of a person.

## **Responsibilities**

3.1. Band Members: All band members are expected to treat each other with respect, kindness, and tolerance. They should report any incidents of bullying they witness or experience to the safeguarding officer, Chairperson, or a committee member.

3.2. Band Management:

The band committee will take all reports of bullying seriously and promptly investigate them in a confidential and unbiased manner. They will also provide support to victims and take appropriate disciplinary action against perpetrators, based on the severity and nature of the incidents.

## **Reporting and Investigation Procedure**

4.1. Reporting: Any member who experiences or witnesses bullying should report it to the safeguarding officer, Chairperson, or a committee member. Reports may be made in person, in writing, or anonymously, and all reports will be treated confidentially.

4.2. Investigation: The band committee will conduct a thorough and impartial investigation into all reported incidents. This may involve speaking with the individuals involved, gathering evidence, and consulting relevant witnesses. The investigation will be completed promptly, and all parties involved will be informed of the outcome.

## **Consequences**

5.1. Disciplinary Measures: If an investigation confirms the occurrence of bullying, the band committee will take appropriate disciplinary action against the perpetrator. The consequences may include warnings, temporary suspension, or permanent expulsion from the band, depending on the severity and frequency of the incidents.

5.2. Support for Victims: The band will provide support to victims of bullying, ensuring their safety and well-being.