

Berkshire Maestros Anti-bullying Policy (Children and Young People)

Context and Policy Statement

The aim of the anti-bullying policy is to ensure that children and young people learning with Berkshire Maestros are able to participate in musical activity in a supportive, caring and safe environment without fear of being bullied or harassed. Berkshire Maestros is committed to a working and learning environment where people can achieve their full potential. Maestros' policy and procedure on harassment/bullying is designed to provide:

- an environment where it is clear that bullying/harassment is unacceptable, thereby reducing the chance that it will occur in the first instance; and
- a mechanism to resolve complaints where it is felt that bullying/harassment has occurred

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. All children and young people will be able to fully benefit from the opportunities available within Maestros.

Bullying is defined as:

- behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can be related to:

- race, religion or culture
- special educational needs or disabilities
- appearance or health conditions
- sexual orientation, sexist or sexual bullying
- young carers or looked-after children or otherwise related to home circumstances
- verbal (name calling, sexist, racist and homophobic remarks, and other discriminatory language)
- indirect (cyber bullying, spreading rumours, excluding someone from social groups)

Bullying includes:

- name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing or taking belongings
- inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

Although sometimes occurring between two individuals in isolation bullying often takes place in the presence of others, face to face, indirectly or using a range of methods. Young people being bullied may demonstrate emotional and/or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Young people are encouraged to report bullying in any Maestros activity or learning environment. All Maestros teachers/tutors will be alert to the signs of bullying and act promptly, sensitively and effectively against it in accordance with Maestros policy. There is no "hierarchy" of bullying – all forms of bullying will be taken equally seriously and dealt with appropriately.

Legal framework:

The Education and Inspections Act 2006

There are a number of statutory obligations on educational institutions/schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- provides that every institution must have measures to encourage good behaviour and **prevent all forms of bullying** amongst pupils/young people
- gives senior leaders the ability to ensure that pupils behave appropriately

The Equality Act 2010

The new Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and also covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity and foster good relations between people who share a protected characteristic and people who do not share it; and
- The Act also makes it unlawful for the institution to discriminate against, harass or victimise a pupil or potential pupil in relation to the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

Safeguarding Children and Young People

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, Maestros staff should report their concerns to the Maestros Child Protection Officer or CEO.

Criminal Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If Maestros staff feel that an offence may have been committed they may seek assistance from the police as appropriate. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the "sender.". This policy is linked directly to the Maestros Safeguarding and Child Protection Policy

Roles and responsibilities

The Board of Trustees for Berkshire Maestros has the responsibility to ensure that the anti-bullying policy is in place, that it reflects Maestros' values and practice, and is reviewed regularly. The CPO will monitor all incidents.

The aims of the Maestros' anti-bullying strategies and intervention systems are to:

- prevent, de-escalate and/or stop any continuation of harmful behaviour
- react to bullying incidents in a reasonable, proportionate and consistent way

- safeguard those pupils/young people who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils

1. Policy and procedures

- There is a senior member of staff who leads on anti-bullying:

Name: Lynne Ellis Role: Deputy Headteacher

- All staff are made aware of this policy and its clear link to the Maestros Safeguarding/Child Protection Policy during Safeguarding training
- The following steps will be taken by staff when dealing with incidents:
 - if bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached
 - each incident will be investigated thoroughly, sensitively and effectively
 - a clear account of the incident, actions taken and review date will be recorded, given to the senior manager and kept so incidents can be monitored
 - relevant staff will be kept informed and if the bullying persists they will record this and inform the senior manager. Appropriate further action will be taken.
 - parents/carers will be kept informed appropriately
 - appropriate sanctions will be used to support the improvement of pupils' behaviour eg. Removal from the lesson, ensemble, event, learning situation as appropriate

2. Pupil support

Children/young people who have been bullied will be supported as appropriate by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- being reassured
- being offered support
- raising their self-esteem and confidence
- being encouraged to report further issues
- arranging a review date/time to discuss outcomes and appropriate follow-up

This policy will be promoted and implemented throughout all Berkshire Maestros activities, including those that take place at schools, music centres and off-site.

Monitoring, evaluation and review

Berkshire Maestros will review this policy every three years and assess its implementation and effectiveness regularly

This policy will be reviewed in November 2018