



## **THE NATIONAL CHILDREN'S CHOIR OF GREAT BRITAIN ANTI-BULLYING POLICY**

### **General Statement**

Every child has the right to enjoy their environment without fear. The National Children's Choir pledges that every allegation of bullying will be taken seriously, and will be fully investigated, through a series of individual and general meetings. Bullying is unacceptable in this choir and will not be tolerated. All staff and members of the choir should be aware of the negative effects that bullying can have on individuals and on the choir in general. Members of the choir who have concerns must be encouraged to confide in a member of staff. Any member of the choir who is proved to have been bullying another member or members will be sent home immediately and will not be permitted to attend any future courses.

### **Definition of bullying**

Bullying is deliberately hurtful behavior, whether physical or psychological, repeated over a period of time. It can be said to:

- Be intentionally cruel
- Involve an unequal power relationship
- Result in pain and distress
- Be persistent and difficult for victims to defend themselves against

It can take many forms, but the three main types are:

- Physical – hitting, kicking, taking belongings, sexual harassment, general aggression
- Verbal – name calling, insulting, making offensive remarks

- Indirect – spreading unpleasant stories about someone, exclusion from social groups, making someone the subject of malicious rumours, sending malicious e mails or text messages on mobile phones.

Categories of bullying include:

- Racist bullying
- Sexist bullying
- Homophobic bullying
- Cyber bullying

### **Procedures**

If an accusation of bullying is made, a meeting is convened; this is attended by all senior staff, the person/s making the accusation and the person/s accused. All parties are given an opportunity to discuss the accusation in a non-judgmental forum. Should the accusation be founded, both sets of parents are duly informed and the person who has bullied is asked to leave the choir.

### **Roles and Responsibilities**

#### **Trustees**

It is the responsibility of the Trustees to ensure that an up to date Anti-bullying Policy is in place and to monitor its application. Trustees must be advised of any allegation of bullying resulting in the dismissal of a choir member.

#### **The Director**

The Director is to be advised of any allegation of bullying and to be kept informed of the progress of its investigation. She is responsible for overseeing the process and is involved in all final decisions.

#### **The Head of Pastoral Care**

The Head of Pastoral Care is responsible for ensuring that any allegation of bullying is properly investigated, that the proper procedures are followed and that the Director is kept fully informed. The Head of Pastoral Care is also responsible for ensuring that all members of staff are made aware of the Anti-bullying Policy.

**All Staff will:**

- Know the policy and procedures
- Be observant and report any possible problems to the Head of Pastoral Care
- Deal with incidents according to the policy
- Never let any incidence of bullying pass by unreported, whether on-site or during an off-site activity

22.01.10.