



Anti-Bullying and Harassment Policy

Bullying

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.

Examples of Bullying include, but are not limited to, the following:

- 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)

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.

Harassment

Harassment is any unwanted verbal or non-verbal conduct which has the purpose or effect of violating another's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident can be harassment if it is sufficiently serious.

Unlawful harassment involves a person's protected characteristic(s) (actual or perceived), or the protected characteristic of someone associated with the person. At Lydbrook Band, any type of harassment, including sexual harassment, is unacceptable.

Examples of harassment include, but are not limited to, the following:

- Patronising or belittling comments
- Sending or displaying material that people may find offensive (including emails, text messages and video clips sent by mobile phone or posted on the internet)
- Offensive e-mails, text messages or social media content
- Unnecessary or unwelcome physical contact
- Use of derogatory and insulting words or images in relation to a person's appearance or protected characteristic

Please remember that conduct may be deemed to be harassment to an individual whether or not the person behaving in that way intends to offend. Something intended as a "joke" may offend another

person or conduct that has been welcomed in the past can become unwanted. Everyone has the right to decide what behaviour is acceptable to them and to have their feelings respected by others, although not all unwanted behaviour will amount to harassment. If you become aware that you have offended someone, please apologise and adapt your behaviour accordingly

We all have a role to play in preventing bullying and harassment

The purpose of this policy is:

- to prevent bullying and harassment from happening in our brass band, as much as possible
- if bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need
- to provide information to all members, volunteers, young people, adults at risk, and their families about what we should all do to prevent and deal with bullying and harassment

We will seek to prevent bullying and harassment by:

- Developing a code of behaviour that sets out the 'dos and don'ts' in terms of how everyone involved in the Band is expected to behave, both in face-to-face contact and online
- Advertise and promote the band in a way that will help to attract members from diverse groups
- Provide welcome information to new members and help them to settle in
- Hold discussions with members, volunteers, young people, adults at risk and families who are part of the Band to ensure that they understand our anti-bullying and harassment policy

If bullying or harassment occurs, we will respond to it by:

- Having a clear anti-bullying and harassment procedure in place
- Providing support and training for all Officers and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying or harassment
- Addressing the issue from the point of view of the person being bullied or harassed, the bully or harasser, any bystanders and the band as a whole
- Reviewing the plan developed to address the bullying or harassment, to ensure that the problem has been resolved
- Avoiding any punishments that make the individuals concerned seem small, or look or feel foolish in front of others

Version History

1.0	Initial Issue	22 July 2020
2.0	Review to include reference to harassment alongside bullying	02 January 2025