

Haverhill Silver Band

Anti-Bullying Policy

Introduction

The purpose of this policy is to state Haverhill Silver Band's (HSB) commitment to ensuring that bullying does not occur within HSB.

What is 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.

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).

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.

All members of HSB have a role to play in preventing bullying and putting a stop to bullying.

Policy Purpose

The purpose of this policy is:

- to prevent bullying from happening in HSB, as much as possible;
- when 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.

Anti-Bullying Policy

HSB does not tolerate bullying of members and volunteers.

To seek to prevent bullying HSB shall:

- Maintain this anti-bullying policy, and notify it to members (via the 'Band App') and to new members by inclusion within the introductory information.
- Provide welcome information to new members and help them to settle in.

When bullying occurs, HSB will respond to it by addressing the issue as soon as possible with the members and/or volunteers concerned. Where necessary, a person who is adjudged to have committed bullying may be expelled as a member.

Monitoring and review

The Band Welfare Officer is responsible for monitoring the effectiveness of this policy.

This policy will be reviewed annually.

Approved by the trustees and committee of HSB on 16 August 2025