**ANTI-BULLYING POLICY**

Music 4 U (M4U) provides true integration to enable children, young people and vulnerable adults (with and without additional support needs) to understand, learn, help & support each other through song, dance and stagecraft.

**Policy Purpose:**

* to prevent bullying from happening between children and young people who are a part of M4U or take part in our activities.
* to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need.
* to inform all workers, students, and their families about what we should all do to prevent and deal with bullying.

**Workers:** All staff, self-employed / freelancers, volunteers, and trustees.

**Students / Young Person:** All children and young adults attending M4U activities.

**Parent:** Anyone with guardianship or caring and parental responsibility for the student.

1. **WHAT IS BULLYING?**

Bullying includes a range of abusive behavior that is:

• repeated

• intended to hurt someone either physically or emotionally.

**We recognise that:**

• bullying causes real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm.

* Everyone, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, has the right to equal protection from all types of harm or abuse.

• everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying

**We will seek to prevent bullying by:**

• developing a code of behaviour that sets out how everyone involved in M4U is expected to behave in face-to-face contact and online and within and outside of our activities

• holding regular discussions with workers, students & parents who use M4U about bullying and how to prevent it. These discussions will focus on:

- our responsibilities to look after one another and uphold the behaviour code

- practising skills such as listening to each other

- respecting the fact that we are all different

- making sure that no one is without friends

- dealing with problems in a positive way

- checking that our anti-bullying measures are working well

• Provide support and training for all workers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying

* putting clear and robust anti-bullying procedures in place
* Make sure our response to incidents of bullying considers the following:

- the needs of the person being bullied

- the needs of the person displaying bullying behaviour

- needs of any bystanders

- M4U as a whole

* Review the plan developed to address any bullying incidents at regular intervals to ensure that the problem has been resolved in the long term.

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about the following:

* seeking opportunities to learn about and celebrate difference.
* increasing diversity within our staff, volunteers, children and young people.

• welcoming new members to our charity.

1. **CONTACT DETAILS**

**Reporting Bullying: 1st contact is Debra Kirkness, Child Protection Officer**

**Our Anti-bullying Lead:** TBA

**NSPCC Helpline 0808 800 5000**

1. **FURTHER INFORMATION**

More information about responding effectively to bullying is available:

* <https://learning.nspcc.org.uk/child-abuse-and-neglect/bullying>

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| **This Policy was written in line with NSPCC Guidelines.** | |
| **Implemented on** | 26 October 2023 |
| **Reviewed no later than** | 31 September 2024 |

**This policy forms part of Music 4 U’s Core Values and should be read collectively with the following:**

* Anti Bullying Policy
* Child & Vulnerable Adult Protection & Safeguarding Policy
* Child & Vulnerable Adult Protection Reporting Procedure
* Code of Behaviour Adults
* Code of Behaviour Students
* Comments, Compliments & Complaints Procedure
* Equality & Diversity Policy
* GDPR Policy
* Health & Safety Policy
* Online Safety & Social Media Policy
* Photography & Film Policy
* Whistleblowing Policy

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