

ANTI-BULLYING & HARASSMENT POLICY

Bullying of any kind is unacceptable and will not be tolerated at SWS Music.

There is no legal definition of bullying, but it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

Examples of bullying or harassing behaviour include:

- spreading malicious rumours
- unfair treatment
- picking on or regularly undermining someone
- denying someone's training or promotion opportunities

Bullying and harassment can happen:

- face-to-face
- by letter
- by email
- by phone

Bullying and harassment situations include between pupils, pupil to adult; also adult to pupil or adult-to-adult. Our aims are:

- To ensure no bullying of any sort occurs at SWS Music
- To deal with any incidents of bullying or harassment in a reasonable & consistent manner
- To apply disciplinary sanctions to the perpetrator(s) ensuring lessons are learned which will discontinue bullying or harassing behaviour.

Our policy has been devised in line with the Government Guidance "Preventing & tackling bullying" which can be found in the link below: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

Reporting mechanisms

Teachers must report all incidents of bullying to the Director of Music.

Any pupil who feels victimised or who knows of another pupil who is being picked on is also invited to speak to their teacher or to the Director of Music.

Parents with concerns are invited to contact the Director of Music either in person or by mail.