

ANTI-BULLYING STATEMENT

The purpose and scope of this policy statement

Leeds Junior Conservatoire works with under 18s as part of its activities. These include: a Saturday School for actors, musicians, producers; a summer academy, and various short courses throughout the year.

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation 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 provide information to all staff, volunteers, children, and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of Leeds Junior Conservatoire, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Separate documents set out:

- our code of behaviour for children and young people, and adults
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

We believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have 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 our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place.

Discussions with staff and students will include:

- group members' 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

Responding to bullying

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole.

Sanctions may include:

- a sincere apology
- a warning as to the consequences of a repeated offence
- parents/carers informed of the behaviour and of LJC's concern
- interview with the Head of Leeds Junior Conservatoire
- exclusion from LJC

In addition the victim will be provided with support and reassurance and they are told to inform LJC should there be any further incidents. It is also usual practice for parents/carers to be informed of the incident.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

Diversity and inclusion

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

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, and students
- welcoming new members to our organisation

Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures including:

- safeguarding and child protection policy and procedures
- managing allegations of abuse made against staff and volunteers
- code of conduct for staff and volunteers
- equality, diversity and inclusion policies

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