

**The
Rock
Project**
School of Rock & Pop



ANTI-BULLYING

Policy
2023/24

This policy should be read alongside The Rock Project's 'Safeguarding Policy'.

Bullying will not be tolerated at The Rock Project. We strongly believe that children should be allowed to learn in a safe, supportive and caring environment without fear.

Bullying can affect many people, not just the bullies and the victims themselves. It can also affect children who witness any ill behaviour, and also students that can be drawn in by group pressure. We recognise that certain jokes, insults, and intimidating and threatening behaviour, as well as written abuse and violence can be found in society, however not one person, whether staff or student, should have to accept this type of behaviour.

What is bullying?

Bullying is deliberately causing hurt or upset towards another student repeated over a period of time. We take all accusations of bullying seriously and will endeavour to make a clear distinction between bullying and friends falling out, and if we believe that the situation is considered to be bullying, we will **not** accept it.

The focus of bullying can be anything that distinguishes and represent a deviation from a presumed norm, which can include but is not limited to:

- Appearance: Body shape or size, hair colour, skin, eye-sight, dress
- Ethnicity, language, race, nationality, religion or culture
- Gender or gender reassignment
- Disability: Both physical or mental including learning difficulty
- Background: Parents/carers, adoption or foster status, jobs, houses or lifestyle
- Sexuality: Homophobia or misogyny

Bullying can occur through several types of anti-social behaviour. These can include:

- 1) Physical - A student can be physically attacked in form of kicking, hit, spat, pinched etc
- 2) Verbal - Name calling, making fun of someone
- 3) Exclusion - Being left out from activities or discussions, blanking people, laughing at them or putting people down.
- 4) Emotional - Attempting to make others feel angry or afraid.
- 5) Damage to property or theft - Having possessions stolen or damaged
- 6) Cyberbullying - Misuse of various areas of the internet including email, social media, internet chat rooms, mobile phones (calls, text camera and video).

Evidence of Bullying

The safety and welfare of our students is our priority. We continually monitor students at The Rock Project sessions and take note of any noticeable changes as a safeguarding measure, which also includes bullying.

We are conscious that when witnessing any of the following behaviours by our students, that we should consider that they may be possible signs of bullying (in addition to other problems or issues):

- 1) A usually outgoing student becoming anxious, withdrawn and lacking in confidence
- 2) Becoming resistant to taking part in session activities and group work and becoming increasingly disengaged
- 3) Complaining of feeling ill, including nausea, stomach ache and headaches
- 4) Patterns of absence from the sessions
- 5) Reluctance to attend the sessions, or be at the session outside of session times
- 6) Bearing new bruises, cuts or injury, or freshly damaged or torn clothing
- 7) Damage to their property
- 8) Repeated loss of belongings that are unaccounted for
- 9) A change in their rate of learning
- 10) Aggressive or disruptive behaviours
- 11) Thieving (to pay a bully)
- 12) Self-harm or talk of or actual attempts of suicide

Our Aims

- 1) To organise our sessions in order to minimise opportunities for bullying.
- 2) To ensure that our franchisees, tutors and any adults involved with The Rock Project are aware of the contents of this policy, and take the necessary action to help minimise opportunity for bullying and raise awareness to our students of how seriously The Rock Project views any type of bullying.
- 3) To promote and support National initiatives such as Anti-Bullying Week and Youth Mental Health Day
- 4) To treat bullying as a serious offence and deal with any situations of bullying quickly, firmly and fairly, involving parents where necessary.
- 5) To ensure our team will continue to have a firm but fair discipline approach.
- 6) To review our policies on an annual basis.
- 7) For anyone in the company NOT to use any teaching materials or equipment which give a negative view of any group. This includes ethnic origin, religion, race, sexual orientation etc.
- 8) To encourage students to treat their peers and tutors with respect
- 9) To contact the police at the earliest opportunity in a situation of bullying which involves an allegation of theft, assault or harassment.
- 10) To recognise that bullying can include emotional and/or physical harm to such a degree that it constitutes significant harm.

Advice to students

What to do if you're being bullied

Do not suffer in silence - please make sure that you tell someone that you trust about your experiences of bullying.

- 1) It's best to tell an adult that you trust straight away, this way will ensure that you receive support immediately, and we will deal with bullies in a way that will end the bullying and not make things worse for you.
- 2) If you do not feel comfortable telling an adult, then tell an older member of the group, or a friend that you trust. They can help inform an adult if you feel you cannot.
- 3) Stay with friends/familiar people - safety in numbers.
- 4) Fighting back may make things worse.
- 5) You can also reach for support from helplines and websites such as Childline, Kidscape, the Anti-Bullying Alliance. Phone numbers and websites for these organisations are listed below:

Useful numbers and websites of organisations that provide support and useful information:

Child Line – 0800 1111 www.childline.org.uk

NSPCC – 0808 800 5000 www.nspcc.org.uk

Kidscape - 0207 730 3300 www.kidscape.org.uk

Anti-Bullying Alliance www.anti-bullyingalliance.org.uk

Bullying UK www.bullying.co.uk

If you know of someone being bullied

If you notice any situation that could be considered bullying, don't stay quiet. If you feel that you cannot intervene, tell an adult. Our team will have a way of dealing with bullies that will not get you into trouble.

Action To Be Taken / Disciplinary Procedure

Responses from The Rock Project will vary depending on the nature of the incident(s) but may include:

1. Monitoring by our team of tutors and franchisees
2. Liaison between the franchisee and the school/parents/carers where appropriate
3. Fixed term exclusion
4. Permanent exclusion

Important: Any students found instigating or participating in bullying may be excluded from the sessions whilst investigations into the bullying take place.

Tutors must report all bullying, or suspected bullying, which has been communicated to them, either to the Session Manager or Franchisee so that an overview can be gained and the situation monitored.