

# **ISLE OF MAN MUSIC SERVICE**

## **ANTI-BULLYING POLICY**

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Children and young people should feel confident in reporting alleged incidents of bullying as these will be dealt with fairly and sensitively by the appropriate members of staff. We work alongside DESC schools and adhere to their policies where appropriate.

If an incident of bullying is suspected during music lessons in schools then the member of staff will speak to the safeguarding lead/class teacher in the school the same day.

This policy sits alongside our Safeguarding policy.

### **Definition of bullying**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Cyber-bullying is equally unacceptable and refers to aspects of similar behaviour which are perpetrated by means of the internet, contact websites, mobile phones, texting, etc. We apply the **S.T.O.P** principle. **Several Times On Purpose**.

The Main types of bullying are;

- Emotional
- Physical
- Racist
- Sexual
- Homophobic
- Verbal
- Indirect
- Cyber Bullying

### **Awareness**

All pupils, staff (teaching and non-teaching), parents and members of the wider school are aware of the anti-bullying policy.

Staff training ensures that staff are continually aware of any changes. The Policy is available on Teams to staff, and to be displayed in the waiting room and on the website. All staff have read, signed and adhere to the policy.

### **Responding to Bullying during MYO/MYGE activities**

The following steps will be taken when dealing with incidents;

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Music Service Lead
- All concerned will be interviewed and the incident recorded. Parents will be informed at the outset.
- Leaders of ensembles will be kept informed where appropriate.
- Parents will continue to be kept informed and included in any actions.
- Disciplinary measures will be used as appropriate, in consultation with all parties concerned.

### **Procedures where Bullying has been substantiated**

Pupils who have been bullied will be supported by;

- Offering an immediate opportunity to discuss the experience with Music Service lead/deputy safeguarding lead, or a member of staff of their choice.
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have engaged in bullying behaviour will be helped by;

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents/those with parental responsibility to help change the attitude and behaviour of the pupil

The following disciplinary measures may be taken;

- Warnings to cease offending and change behaviour

- Exclusions from certain areas or certain activities
- May be asked to leave on a temporary/permanent basis if bullying behaviour continues.

### **Implementation**

- At the beginning of every year the Music Service Lead will remind pupils/parents/staff of anti-bullying procedures.
- To be displayed on the website as per MYO/MYGE enrolment.

### **Monitoring**

Staff have responsibility to record incidents and give to Music Service Lead/deputy safeguarding role for confidential filing in music service office.

**Updated January 2026**

**To Be reviewed January 2027**