

Alternative Entertainments Anti-Bullying Policy

1. Introduction

In accordance with the Education (Welfare) Act 2000 and the Code of Behaviour guidelines issued by the NEWB, the Board of Management of Alternative Entertainments has adopted the following Anti-Bullying Policy within the framework of the 's overall code of behaviour. This policy fully complies with the requirements of the Anti-Bullying Procedures for schools and youth groups. (Department of Education, 2013).

2. Statement of Commitment

The Board of Management recognises the very serious nature of bullying and the negative impact it can have on the young participants in our projects, staff, and the overall environment. The organisation is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:

- (a) Positive Organisational Culture and Climate

Alternative Entertainments strives to create an environment that welcomes diversity in musical style, background, identity, and ability. The organisation promotes inclusivity and mutual respect among participants and staff, encourages open communication about bullying concerns, and nurtures creativity through collaboration.

- (b) Effective Leadership

The organisation's leadership actively promotes respect, kindness, and professionalism in all workshops, classes, rehearsals, events and interactions.

- (c) An Organisation-Wide Approach

All members of the organisation's wider community share responsibility for maintaining a respectful and safe learning environment.

- (d) Shared Understanding of Bullying and Its Impact

Through education and discussion, all members of the organisation's community develop a clear understanding of what constitutes bullying and its effects.

- (e) Education and Prevention Strategies

The organisation implements strategies that build empathy, respect, and resilience, address cyber-bullying and identity-based bullying, and promote respectful communication both in person and online.

- (f) Supervision and Monitoring

Staff maintain appropriate supervision during all the organisation's events, both on-site and online.

- (g) Support for Staff

Staff receive guidance on recognising, responding to, and recording bullying behaviour effectively.

- (h) Consistent Recording, Investigation, and Follow-Up

All reports of bullying are documented, investigated, and followed up in accordance with established procedures.

- (i) Ongoing Evaluation

The effectiveness of this policy is reviewed annually, with input from participants, parents, and staff.

3. Definition of Bullying

In accordance with national guidelines, bullying is defined as unwanted negative behaviour, verbal, psychological, or physical, conducted by an individual or group against another person (or persons), which is repeated over time.

This includes but is not limited to:

- Verbal bullying: name-calling, mocking, or making hurtful comments.
- Relational bullying: deliberate exclusion or spreading malicious gossip.
- Cyber-bullying: sending or posting hurtful messages, images, or comments online.
- Identity-based bullying: targeting individuals based on race, gender identity, sexual orientation, religion, disability, or musical ability.

Isolated or once-off incidents of negative behaviour do not constitute bullying but will be addressed appropriately. However, placing a hurtful or offensive public message on a social media platform that can be viewed or shared by others will be regarded as bullying behaviour.

4. Relevant Staff for Dealing with Bullying

The following members of staff are responsible for investigating and dealing with reports of bullying:

- Designated Safeguarding Lead (DSL)
- CEO
- Programme Administrator

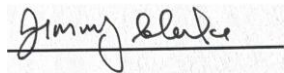
5. Education and Prevention Strategies

Alternative Entertainments promotes anti-bullying awareness through:

- Workshops on respect, empathy, and teamwork in music-making.
- Tutorials addressing online safety and responsible social media use.
- Incorporating positive behaviour themes in workshops, classes, ensembles, and performances.
- Promoting diversity through repertoire, guest workshops, and cultural representation.
- Peer mentoring and student support systems that encourage kindness and accountability.

6. Review and Communication

This policy will be reviewed annually or sooner if necessary, communicated clearly to all staff, students, and parents, and made available on the school website and at the main office.



Signed:

James Clarke, Chairperson, Board of Management

Date: 21st February 2025



Signed:

Martin Moran, Director, Alternative Entertainments

Date: 21st February 2025