

# nyos | Anti-Bullying Policy

The welfare and happiness of all orchestra members is incredibly important to us and NYOS has a zero tolerance anti-bullying policy. One of the key NYOS values is belonging - everyone on a NYOS course should feel welcome and able to be themselves.

## Aims and Objectives

- To provide a safe, inclusive and respectful environment for all our participants
- To ensure that everyone involved with NYOS - including staff, tutors and participants - have an understanding of what bullying is and how we will incidences of bullying on our courses
- To address bullying behaviour and harassment
- To support young people when bullying behaviours are experienced
- To support those who bully to understand that their actions are not appropriate and in modifying behaviour
- To act quickly when instances of bullying do arise

## What is bullying?

Bullying is a behaviour which can leave people feeling helpless, cared, anxious, depressed or belittled.

Bullying behaviour can be:

- **Physical** - pushing, poking, kicking, hitting, biting, unwanted physical contact
- **Verbal** - name-calling, sarcasm, threats, teasing, belittling abusive comments, homophobic abuse
- **Emotional** - isolating others, threatening gestures, intimidating, purposefully excluding, manipulation and coercion
- **Digital** - using the Internet or mobile phone to deliberately upset someone

## What to do if you experience bullying

- You should report any incident of bullying to a member of the pastoral team. NYOS will ensure that all young people are listened to and help them feel supported
- You can also report bullying by leaving a note in the comments box. This is a secure box that can only be accessed by the pastoral team and will be checked on a regular basis
- You can report bullying whether you are experiencing bullying yourself or have witnessed bullying taking place
- The incident will be recorded by staff on the NYOS Bullying Incident Form
- The pastoral team will investigate the incident, keeping the Course Manager informed, and then will inform parents if appropriate to do so

- If it is a serious incident, parents will be asked to attend a meeting with the appropriate member of the pastoral team and the Head of Ensembles
- As a result of a serious incident, anyone found to have been bullying others may be asked to leave the course and will have their NYOS membership suspended. Anyone who has had their membership suspended would be required to meet with the Head of Ensembles before being considered for future NYOS activities