



All Saints (Elton) Amateur Operatic Society

Address: All Saints House, Orrell St, Bury, BL8 1PB

Email: secretary@allsaintselton.co.uk

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Website: www.allsaintselton.co.uk

Phone: 07932 733990 / 07971 291679

All Saints (Elton) Amateur Operatic Society Anti-Bullying Policy

The aim of this policy and procedure is to provide guidance to adult members, as well as to children and young people who may experience bullying, so that they will know what to do if an incident of bullying occurs. The procedure also aims to ensure that All Saints (Elton) Amateur Operatic Society responds fairly and consistently to incidents of bullying, recognising that those who bully often have needs too. The purpose of this policy is to prevent bullying from happening in our organisation, as much as possible. When bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need. To provide information to all adult members, children, and their families about what we should all do to prevent and deal with bullying.

Bullying is "behaviour, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally."

- One person or a group can bully others.
- Bullying can occur either face to face between individuals or groups or online, using information technology, such as electronic devices and social media platforms.

Bullying can include;

- Verbal teasing or making fun of someone.
- Excluding adults and children from activities and conversations.
- Persistently and purposefully being excluded from society activities, including shows or social events a member/child or a young person has shown interest in.
- Pressurising other adults or children not to be friends with another person.
- Spreading hurtful rumours or passing round inappropriate photographs/images/drawings.
- Shouting at or verbally abusing someone.
- Stealing or damaging someone's belongings.
- Making threats.
- Forcing someone to do something embarrassing, harmful, or dangerous.
- Harassment based on race, gender, sexuality, or disability. See Equality Policy
- Physical or sexual assault. See safeguarding policy



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When bullying does occur, we will respond to it by;

- Having a clear anti-bullying procedure in place.
- Providing support for all volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying.
- Addressing the issue from the point of view of the person being bullied, the bully, any bystanders, and the society.
- Reviewing the plan developed to address the bullying, to ensure that the problem has been resolved.
- Avoiding any punishments that make the individuals concerned seem small or look or feel foolish in front of others.
- Monitoring and review.

The society has a firm believe that our members should not suffer discrimination and should be treated with respect.

Such 'Respect' means that members, children and a young person are expected to:

- Cooperate with each other.
- Be friendly.
- Listen to each other.
- Be helpful.
- Follow our rules.
- Respect each other when using the internet, social media platforms, mobile phones. No mobile phone should be used in any rehearsal unless required for personal/medical/other grounds that warrant the need. If such need is required, the person/s should ensure they have full focus within rehearsals and respect those leading a rehearsal. Use of mobile phones should be taken outside of the rehearsal room.
- Have good manners.
- Join in.
- Respect each other's differences.
- Treat volunteers with respect.
- Report anything that worries or concerns them to a committee member.



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What should you do if you are being bullied?

If you are being bullied, you should never keep it to yourself. Tell someone you trust. This could be a committee member at All Saints (Elton) or another trusted adult. It could also be your parent or carer. If the bullying is happening at All Saints (Elton) the society will sort it out here. If you are a member, raise your concerns with a committee member or raise it through the Complaints Procedure.

What to do if you observe a member, child or young person being bullied or if someone tells you he/she is being bullied.

Children and Young People

If you are a child or a young person and someone tells you that he or she is being bullied, don't try to deal with it yourself. Talk to the person about getting help from an adult. Try to encourage him or her to go with you to explain the situation to a committee member or a Safeguarding Lead. If he/she won't do this, the best way to help is to explain that you will have to tell an adult yourself -- and then go ahead and tell someone.

If you are an adult and a child or a young person tells you that he or she is being bullied, take the child seriously. Do not tell him/her to stop being silly or to keep out of the way of the bullies. This will not help and will make the child feel let down and less inclined to tell anyone else. Listen to the child's full account of what is going on and take notes of the concerns with the child as soon as possible.

If you observe the bullying directly, act assertively to put a stop to it. Explain to all concerned that the incident will have to be reported to stop it happening again.

Unless the incident is minor and can be dealt with informally, the child's parent or carer should be informed.

If possible, there should be a three-way meeting between the child/ young person, the committee member and the parent. There should also be another committee member present in order to accurately record the discussion.

If the bullying is taking place within All Saints (Elton), the parent and child/ young person should be reassured that it will be dealt with as a priority and should be asked for their views on what would be helpful to deal with the situation.

Apart from very minor incidents that have been directly observed by a committee member and dealt with at the time, all bullying that takes place at All Saints (Elton) should be discussed with the Committee within 7 working days.



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Adult Members

If you are an adult and you are being bullied and you feel confident about speaking to the bullies, then please do this, however if you do not feel comfortable doing this, please contact a committee member.

The committee member may suggest that there is a facilitated discussion between the members concerned. If the bullying continues the member being bullied may raise a complaint using the formal complaints procedure.

Ratified by All Saints (Elton) Amateur Operatic Society Committee 16th August 2021