

Green Room Place (GRP) Anti-Bullying Policy

Updated & Approved by Company Directors and Qualified Pastoral Staff on January 27th, 2025.

1. Policy Statement

Green Room Place, Ltd. is committed to providing a safe and supportive environment for all its students, staff, and participants, free from bullying, harassment, or any form of intimidation. We believe that everyone has the right to learn, work, and interact in an environment that fosters mutual respect, kindness, and understanding.

This Anti-Bullying Policy applies to all individuals involved with **Green Room Music Theory (GRMT)**, **Green Room Piano Festival (GRPF)**, and any other services or events provided by Green Room Place, Ltd. This includes students, staff, tutors, contractors, volunteers, and visitors.

We define **bullying** as any behaviour that is intended to hurt, intimidate, or humiliate another individual or group. Bullying can be physical, verbal, or psychological and can occur in person, online, or in any other setting related to Green Room Place, Ltd.

2. Scope of the Policy

This policy covers all forms of bullying, including, but not limited to:

- **Physical Bullying:** Hitting, pushing, or other forms of physical aggression.
- **Verbal Bullying:** Name-calling, teasing, or making threats.
- **Social/Relational Bullying:** Exclusion from groups, spreading rumours, or manipulation of friendships.
- **Cyberbullying:** Using social media, text messages, or other online platforms to harass or intimidate others.
- **Sexual Bullying:** Any unwelcome sexual advances or behaviour, including inappropriate comments or actions.
- **Racial Bullying:** Bullying based on race, ethnicity, or nationality.
- **Disability-related Bullying:** Bullying related to physical or mental disabilities.
- **Homophobic or Transphobic Bullying:** Bullying based on sexual orientation or gender identity.

We take all incidents of bullying seriously and are committed to addressing and resolving them promptly.

3. Our Commitment

- **Safe Environment:** Green Room Place, Ltd. is committed to ensuring that everyone feels safe and supported. We will not tolerate bullying in any form, and we will take immediate steps to stop bullying behaviour and support those affected.
- **Awareness and Education:** We will raise awareness about bullying and its harmful effects through education, training, and open dialogue. We will encourage a culture of mutual respect and understanding, where individuals are empowered to challenge bullying behaviours.
- **Zero Tolerance:** We have a zero-tolerance policy for bullying. This means that any behaviour identified as bullying will be dealt with swiftly and in accordance with our disciplinary procedures.

4. Recognising Bullying

Bullying can take many forms, and it is important to recognise the signs of bullying early. Common signs of bullying may include:

- Unexplained injuries or frequent complaints of physical pain (headaches, stomachaches).
- Withdrawal from activities or social groups.
- Decline in academic/musical performance or a loss of interest in learning.
- Frequent mood changes or signs of anxiety, depression, or stress.
- Unexplained absences or requests to stay at home.
- Difficulty sleeping or frequent nightmares.
- Sudden reluctance to attend events, classes, or meetings.

If you notice any of these signs, it is important to approach the individual with care and provide appropriate support.

5. Reporting Bullying

Green Room Place, Ltd. provides a safe, confidential, and supportive environment for reporting bullying. All individuals have the right to report bullying they have experienced or witnessed, and no one should feel afraid to speak out.

- **How to Report:** If you experience or witness bullying, you should report it to a designated member of staff (e.g. tutor, support team member, or manager) or the **NCPO**

immediately. Reports can be made in person, by phone, email, or through any available anonymous reporting tools.

- **What to Report:** If you are reporting an incident of bullying, provide as much information as possible, including the nature of the bullying, the people involved, dates, and any evidence such as screenshots or witness statements.
- **Confidentiality:** All reports of bullying will be treated in confidence, and only those who need to know will be informed. We will work to protect your privacy throughout the investigation process.
- **Support for Victims:** Those affected by bullying will be offered appropriate support, whether through emotional, psychological, or practical assistance. This could include access to counselling, peer support, or adjustments to their learning or social environment.

6. Procedure for Dealing with Bullying

Green Room Place, Ltd. will take all allegations of bullying seriously and respond promptly and effectively. Our procedure is as follows:

1. **Initial Assessment:** When an incident of bullying is reported, it will be reviewed by a designated staff member or the **NCPO**, who will assess the situation and determine the appropriate course of action.
2. **Investigation:** A full investigation will be conducted, where necessary, to gather facts and evidence. The investigation will be impartial, and all parties involved will have the opportunity to share their account of the incident.
3. **Action:** Once the investigation is complete, appropriate actions will be taken. This could include:
 - Counselling or support for those involved.
 - Disciplinary action for the individual(s) responsible for the bullying behaviour, which could include warnings, suspension, or exclusion depending on the severity of the incident.
 - Mediation or conflict resolution between parties, where appropriate, to restore relationships and prevent further bullying.
4. **Feedback:** The individual who reported the bullying will be kept informed of the progress and outcome of the investigation (within confidentiality limits), and any ongoing concerns will be addressed.

7. Preventative Measures

Green Room Place, Ltd. will take proactive steps to prevent bullying before it starts. These measures include:

- **Awareness Campaigns:** We will regularly educate our students and staff about bullying, its impact, and how to prevent it.
- **Inclusive Culture:** We will foster an environment where diversity is celebrated, and respect for all individuals is a fundamental part of our ethos.
- **Anti-Bullying Training:** Staff, tutors, and volunteers will receive training on recognising and addressing bullying, as well as supporting individuals affected by it.
- **Safe Spaces:** We will ensure that there are designated safe spaces for students to go if they feel threatened or uncomfortable.

8. Disciplinary Action for Bullying Behaviour

Any individual found to be engaging in bullying behaviour will face disciplinary action. This could include:

- **Verbal Warnings:** For less severe incidents, a verbal warning may be issued, accompanied by education on appropriate behaviour.
- **Written Warnings:** More serious or repeated instances may result in a written warning.
- **Suspension:** In cases of persistent bullying or serious behaviour, individuals may be temporarily suspended from activities or events.
- **Exclusion:** In extreme cases, where bullying continues despite previous interventions, the individual may be permanently excluded from participating in Green Room Place, Ltd. services, including GRMT and GRPF.

9. Responsibilities

- **Management:** The management team is responsible for overseeing the implementation of this policy and ensuring it is upheld. Management will also ensure that all staff receive the training and support needed to deal with bullying incidents effectively.
- **Staff and Tutors:** All staff and tutors have a duty to promote an inclusive environment, challenge any bullying behaviours, and respond promptly to any reports of bullying.
- **Students and Participants:** All students and participants are expected to treat others with kindness and respect and to report any bullying incidents they encounter. They should be active in promoting a positive, supportive community.

10. Review and Evaluation

This policy will be reviewed regularly to ensure it remains effective and in line with current legislation, including the **Equality Act 2010** and **Children Act 1989**, and best practices in safeguarding.

Green Room Place, Ltd. is committed to ensuring that all individuals have the right to learn, work, and engage in activities in a safe, supportive, and respectful environment. We believe that by fostering a community of mutual respect and understanding, bullying can be prevented, and everyone can thrive.