

## Music Generation Kerry Anti-bullying Policy

1. In accordance with the requirements of the Education (Welfare) Act 2000 and the code of behaviour guidelines issued by the NEWB, the Board of Management of Music Generation Kerry has adopted the following anti-bullying policy within the framework of the programme's overall code of behaviour. This policy complies with the requirements of the *Anti-Bullying Procedures for Primary and Post-Primary Programmes* which were published in September 2013.
  
2. The Board of Management recognises the very serious nature of bullying and the negative impact that it can have on the lives of participants and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:
  - A positive programme culture and climate which-
    - is welcoming of difference and diversity and is based on inclusivity;
    - encourages participants to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
    - promotes respectful relationships across the programme;
  - Effective leadership;
  - A programme-wide approach;
  - A shared understanding of what bullying is and its impact;
  - Implementation of education and prevention strategies (including awareness raising measures) that-
    - build empathy, respect and resilience in participants; and
    - explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying.
  - Effective supervision and monitoring of participants;
  - Supports for staff;
  - Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies); and
  - On-going evaluation of the effectiveness of the anti-bullying policy.

3. In accordance with the *Anti-Bullying Procedures for Primary and Post-Primary Schools* bullying is defined as follows:

Bullying is unwanted negative behaviour, verbal, psychological or physical conducted, by an individual or group against another person (or persons) and which is repeated over time.

The following types of bullying behaviour are included in the definition of bullying:

- deliberate exclusion, malicious gossip and other forms of relational bullying,
- cyber-bullying and
- identity-based bullying such as homophobic bullying, racist bullying, bullying based on a person's membership of the Traveller community and bullying of those with disabilities or special educational needs.

Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with the programme's code of behaviour.

However, in the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour.

Negative behaviour that does not meet this definition of bullying will be dealt with in accordance with the programme's code of behaviour.

Additional information on different types of bullying is set out in Section 2 of the *Anti-Bullying Procedures for Primary and Post-Primary Schools*.

4. The relevant teacher(s) for investigating and dealing with bullying is (are) as follows:

**Deirdre Johnson Music Development Officer**  
**Musician Educator Team**

5. The education and prevention strategies (including strategies specifically aimed at cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying) that will be used by the programme are as follows:

- 5.1 Training for Musician Educators on spotting and acting on bullying behaviour
- 5.2 Effective behaviour management in the session
- 5.3 Positive behaviour modelled by musician educators at all times
- 5.4 A collaborative approach will be adopted in all sessions, with differentiation used to prevent a sense of competition or pressure for participants

- 5.5 Careful observation of participant interactions
- 5.6 Appropriate levels of supervision in all programmes
- 5.7 Contract of participation drawn up by participants for one-off and longer-term programmes
- 5.8 Appropriate engagement with participants where bullying has occurred

**6. Music Generation Kerry's procedures for investigation, follow-up and recording of bullying behaviour and the established intervention strategies used by the programme for dealing with cases of bullying behaviour are as follows:**

6.1 Musician Educators will make clear that bullying behaviour is offensive, and that they will intervene where bullying behaviour occurs.

6.2 Where a Musician Educator engages with a participant in relation to the bullying incident(s), this will be done away from the rest of the participants. The conversation will indicate the negative behaviour that they witnessed, explain why this is a violation of the mission of Music Generation, and identify that if the behaviour is not addressed, the matter will be escalated to the Music Development Officer who will engage with parents.

6.3 Where a participant does not respond to the above, the parent will be called to collect the child and further discussion with the MDO will be required with assurances from both participant and parent that the behaviour will not reoccur.

6.4 Music Generation Kerry will ensure that all Musician Educators are familiar with Music Generation Kerry's anti-bullying policy to enable them to effectively and consistently apply the policy when required. The MDO will provide all necessary support to recognise bullying, implement effective strategies for preventing bullying and where appropriate, intervene effectively in bullying cases.

6.5 Music Generation Kerry recognises the importance of a clear and consistent approach to dealing with bullying when it occurs as essential to effective practice.

6.6 A participant or parent may bring a bullying concern to any Musician Educator or the Music Development Officer. Musician Educators must take appropriate measures regarding reports of bullying behaviour in accordance with Music Generation Kerry's anti-bullying policy.

6.7 In these procedures, the Musician Educator who has responsibility investigating and dealing with bullying is referred to as the 'relevant person'.

**Intervention Strategies**

Music Generation Kerry adheres to the bullying policies of all partner schools, and classes are supervised by the classroom teacher.

External activities are managed by the Musician Educator team who have responsibility for ensuring that bullying incidents are dealt with appropriately.

Incidents of bullying are reported using the Music Generation Kerry Bullying Report template.

7. The programme's programme of support for working with participants affected by bullying is as follows :
- 7.1 Participants who have been bullied will be supported by the Musician Educator and the Music Development Officer who will discuss with parents and if required with the participants' school principal where counselling and/or opportunities to participate in activities designed to raise self-esteem, develop friendship and social skills and develop resilience.
  - 7.2 Support for participants involved in bullying behaviour is also part of Music Generation Kerry's intervention process. Participants involved in bullying behaviour will be given assistance to ensure that they can remain on the programme.
  - 7.3 Participants who observe incidents of bullying behaviour will be encouraged to discuss with their Musician Educator, parents and school teacher.
  - 7.4 Where required, the bullying incident may be reported to the participant's school to ensure that this is not part of a wider pattern of behaviour.

## **8. Supervision and Monitoring of Participants**

The Board of Management confirms that appropriate supervision and monitoring policies and practices are in place to both prevent and deal with bullying behaviour and to facilitate early intervention where possible.

## **9. Prevention of Harassment**

The Board of Management confirms that the programme will, in accordance with its obligations under equality legislation, take all such steps that are reasonably practicable to prevent the sexual harassment of participants or staff or the harassment of participants or staff on any of the nine grounds specified i.e. gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

10. This policy was adopted by the Board of Management on \_\_\_\_\_ [date].

11. This policy has been made available to programme personnel, published on the programme website (or where none exists, is otherwise readily accessible to parents and participants on request) and provided to the Parents' Association (where one exists). A copy of this policy will be made available to the Department and the patron if requested.

12. This policy and its implementation will be reviewed by the Board of Management once in every programme year. Written notification that the review has been completed will be made available to programme personnel, published on the programme website (or where none exists, be otherwise readily accessible to parents and participants on request) and provided to the Parents' Association (where one exists). A record of the review and its outcome will be made available, if requested, to the patron and the Department.

Signed: *Deirdre Ferris*  
Deirdre Ferris (Nov 29, 2022 18:57 GMT)  
\_\_\_\_\_  
(Chairperson of Board of Management)

Signed: *Deirdre Johnson*  
Deirdre Johnson (Nov 29, 2022 14:42 GMT)  
\_\_\_\_\_  
(Music Development Officer)

Date: 22<sup>nd</sup> September 2022

Date: 22<sup>nd</sup> September 2022

Date of next review: June 2023












# Music Generation Kerry Anti Bullying Policy

Final Audit Report

2022-11-29

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