



Anti-Bullying Policy

XYZ Music Academy Ltd

Our Commitment

XYZ Music Academy Ltd is committed to providing a safe, inclusive, and supportive environment where all students can enjoy learning music and reach their full potential. Bullying of any kind is unacceptable and will not be tolerated in lessons, rehearsals, workshops, performances, or on any academy-related digital platforms.

As a music education provider, we recognise that confidence, trust, and mutual respect are essential for creative learning. This policy supports our wider safeguarding responsibilities and reflects the high standards expected of educational organisations in Buckinghamshire and beyond.

Definition of Bullying

Bullying is defined as **repeated and intentional behaviour** that causes harm, distress, or humiliation to another person. It may be carried out by an individual or a group and can take place in person or online.

Bullying may include, but is not limited to:

- Verbal abuse such as name-calling, teasing, or derogatory comments

- Physical behaviour including pushing, hitting, or damaging personal property
 - Social bullying, such as exclusion, isolation, or spreading rumours
 - Intimidation, threats, or coercive behaviour
 - Cyberbullying, including harassment or misuse of messaging apps, social media, or online learning platforms
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Our Expectations

All students, staff, and visitors are expected to contribute to a positive learning environment that is:

- **Ready** – arriving prepared, punctual, and willing to engage
- **Respectful** – showing courtesy towards teachers, peers, instruments, and facilities
- **Safe** – behaving in ways that protect both physical and emotional wellbeing

These expectations apply across all lesson formats, including one-to-one tuition, group lessons, ensembles, and performances.

Reporting and Responding to Bullying

- **Reporting Concerns:** Any student, parent, or staff member who becomes aware of bullying should report it promptly to a teacher or senior member of staff.
 - **Taking Action:** All reports will be taken seriously and investigated promptly and fairly.
 - **Support:** Appropriate support will be offered to those affected, with a focus on resolving the situation, restoring respectful behaviour, and preventing recurrence.
 - **Parental Involvement:** Parents or guardians will be informed where appropriate and involved in discussions to support a positive outcome.
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Consequences of Bullying

Depending on the severity and frequency of the behaviour, actions may include:

- **Verbal Warning:** For minor, first-time incidents, with clear guidance on expected behaviour
 - **Removal from Lessons:** Continued or serious bullying will result in immediate removal from the lesson or activity
 - **Suspension or Termination:** In cases of severe or repeated bullying, XYZ Music Academy Ltd reserves the right to suspend or terminate a student's enrolment to protect the wellbeing of others
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Conclusion

XYZ Music Academy Ltd believes that everyone has the right to learn music in an environment that is positive, welcoming, and free from fear or intimidation. We are committed to maintaining a culture of respect, kindness, and professionalism so that all students can thrive.

For further information, please visit:

www.xyzmusicacademy.com