



## ANTI-BULLYING POLICY

Dated: May 2026

The Policy will be reviewed every three years or in line with changes in government legislation and updated guidance

[www.thebasementdoor.org](http://www.thebasementdoor.org)

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Charity No: 1177033

**This Policy has been approved & authorised by the Board of Trustees and this decision is recorded in the minutes of the Trustee Board Meeting held: May 2026**

## **Policy Statement**

The Basement Door (TBD) is a charity (1177033) which runs music events for children and young people both at TBD hosted gig nights and at community events such as festivals, fetes and parades. Children and young people from the ages of 13-22 can perform as musicians, join the backstage crew to learn and deliver sound tech, lighting tech and front of house functions or attend events for social purposes.

Our aim is to educate and support the development of all young people within the field of music. We provide them with an opportunity to thrive by offering young musicians the chance to develop their music and performance skills in a safe environment. We hold regular training sessions for the backstage crew which are run by TBD Managing Director and skills learned are put into practice at TBD hosted events and community events. Our events also provide social opportunities for young people in a safe space.

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of TBD, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Separate documents set out:

- our code of behaviour for children, young people and adults
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

## **Definition of Bullying**

Bullying includes a range of abusive behaviour that is

- Repeated
- Intended to hurt someone either physically or emotionally.

Bullying is when individuals or groups seek to harm, intimidate or coerce someone who is perceived to be vulnerable (Oxford English Dictionary, 2021).

It can involve people of any age, and can happen anywhere – at home, school or using online platforms and technologies (cyberbullying). This means it can happen at any time.

Bullying encompasses a range of behaviours which may be combined and may include the behaviours and actions we have set out below.

Verbal abuse:

- name-calling
- saying nasty things to or about a child or their family.

Physical abuse:

- hitting a child
- pushing a child
- physical assault.

Emotional abuse:

- making threats
- undermining a child
- excluding a child from a friendship group or activities.

Cyberbullying/online bullying:

- excluding a child from online games, activities or friendship groups
- sending threatening, upsetting or abusive messages
- creating and sharing embarrassing or malicious images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games
- voting for or against someone in an abusive poll
- setting up hate sites or groups about a particular child
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

Bullying and cyberbullying can be a form of discrimination, particularly if it is based on a child's disability, race, religion or belief, gender identity or sexuality.

### **Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK.

### **We believe that:**

- children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

### **We recognise that:**

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse

- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

**We will seek to prevent bullying by:**

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place.

**Our regular discussions with staff, volunteers, children, young people and families will focus on:**

- group members' responsibilities to look after one another and uphold the behaviour code
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.

**Responding to bullying**

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole.

We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

**Diversity and inclusion**

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation.

*Further guidance on our approach can be found in the TBD Equality, Diversity & Inclusion Policy.*

**Contact details**

Nominated anti-bullying lead: Louise Nagle, Chair of Board of Trustees

Email: [louise@thebasementdoor.org](mailto:louise@thebasementdoor.org)

Lead Trustee for Safeguarding: Clara Strike, Trustee

Email: [clara@thebasementdoor.org](mailto:clara@thebasementdoor.org)

NSPCC Helpline

0808 800 5000

We are committed to reviewing our policy and practice at least once a year.