

RMS London's Policy on Anti-Bullying & Harassment

We, River Music School London, do not tolerate any form of bullying or harassment towards the student, tutor, parent or guardian.

Every student has an equal opportunity to undertake music lessons, regardless of their level, age, gender, background, race, culture or circumstances. The UK's website www.bullying.co.uk says that:

"There is no legal definition of bullying. But it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability." (Dec 2019)

We strictly forbid and stand against:

- bullying related to race, religion, gender or sexual orientation
- bullying related to SEND (Special Educational Needs or Disabilities)
- bullying related to physical appearance
- bullying related to mental health conditions
- bullying related to sexual orientation or identity
- bullying related to persons in vulnerable circumstances related to domestic life
- bullying via technology (eg. online bullying), known as 'cyberbullying'
- physical assault and harassment
- sexual assault and harassment
- psychological manipulation
- abusive language, either in person, online or over messages
- threats and intimidation
- damaging personal belongings

Our aims are to:

- prevent any form of bullying or harassment between the tutor and the student/parent/guardian
- deal with any matters of bullying or harassment in a reasonable and congruous manner
- apply sanctions (disciplinary) to ensure the discontinuation of bullying or harassment in lessons
- terminate the engagement of the tutor with RMS London if they have initiated the bullying or harassment
- terminate the engagement of the student with RMS London if they have initiated the bullying or harassment
- consult the parent/guardian if they have initiated the bullying or harassment, of which RMS London would have the power to terminate the engagement of the student with RMS London due to the malevolent behaviour and unfulfilled responsibilities of the parent/guardian

Reporting

Tutors are obliged to inform the Director of RMS London of all incidents of bullying or harassment.

Students are welcome to inform the Director of RMS London if they are feeling victimised and have been a victim of bullying or harassment.

Parents and guardians are also welcome to inform the Director of RMS London if they have any concerns.