Green Room Place (GRP) Anti-Bullying Policy

Updated & Approved by Company Directors and Qualified Pastoral Staff on November 20th, 2026.

GREEN ROOM PLACE LTD. (GRP)

Green Room Music Summer Camp (GRMSC)

2027 Residential Programme

Venue: Stamford School, Stamford, Lincolnshire, England

Programme Dates: 19-23 July 2027

Policy Updated: 20 November 2026

Policy Status: Approved

Approved By: Green Room Place Ltd. Company Directors and Senior Pastoral & Safeguarding Team

Approval Date: 20 November 2026

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Next Scheduled Review: Before 19 July 2027, or earlier if required

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1. Policy Statement

Green Room Place Ltd. (GRP) is committed to providing a safe, welcoming, inclusive and supportive environment in which every student can learn, develop and participate without fear of bullying, harassment, discrimination or intimidation.

The safety, dignity and emotional wellbeing of all young people attending Green Room Music Summer Camp (GRMSC) are of paramount importance.

GRMSC brings together students from different backgrounds, cultures and levels of musical experience to participate in specialist music education and residential activities. We recognise the importance of creating an environment that encourages mutual respect, positive relationships, kindness and understanding.

GRP does not tolerate bullying in any form.

All allegations or concerns relating to bullying will be taken seriously, responded to promptly and managed fairly, sensitively and proportionately.

We are committed to:

- Providing a safe and respectful environment for students, staff and visitors.
- Preventing bullying through education, awareness and appropriate supervision.
- Encouraging students to report concerns without fear of retaliation.
- Responding promptly and appropriately to reports of bullying.
- Supporting students who have experienced or witnessed bullying.
- Addressing harmful behaviour through appropriate educational, restorative or disciplinary measures.
- Promoting equality, diversity and inclusion.
- Ensuring that all staff understand their responsibilities in preventing and responding to bullying.
- Maintaining effective communication with parents and guardians where appropriate.

This policy operates alongside GRP's Safeguarding & Child Protection Policy, Health & Safety Policy, Student Behaviour Policy and other relevant operational procedures.

2. Scope of the Policy

This policy applies to all individuals participating in or associated with GRMSC 2027, including:

- Students.
- Teaching faculty and visiting lecturers.
- Teaching assistants.
- Boarding and Welfare staff.
- Company Directors and senior management.
- Contractors and volunteers.
- Visitors and other authorised individuals.

The policy applies to all activities and environments associated with GRMSC, including:

- Teaching rooms, rehearsals and practice facilities.
- Residential accommodation and communal boarding areas.
- Dining facilities and recreational spaces.
- Organised performances and events.
- Supervised movement around Stamford School.
- Online communications connected with the programme.
- Any organised activity undertaken under GRP's supervision.

Bullying occurring outside the programme, including online, may also fall within the scope of this policy where it affects the safety, wellbeing or participation of an individual attending GRMSC.

All members of the GRMSC community are expected to demonstrate respectful and considerate behaviour.

3. Definition of Bullying

Bullying is generally understood as repeated, intentional behaviour that causes physical or emotional harm to another person or group, often involving an imbalance of power.

An imbalance of power may arise from differences in age, physical strength, social influence, group dynamics, perceived status or other circumstances.

Bullying can occur between individuals or groups and may be physical, verbal, psychological, social, discriminatory or online.

Bullying may involve:

- Deliberate attempts to intimidate, humiliate or isolate another person.
- Repeated verbal or physical aggression.
- Persistent exclusion or manipulation of friendships.
- Threatening or coercive behaviour.
- Online harassment or humiliation.
- Targeting another person because of an actual or perceived personal characteristic.

Not every disagreement or isolated incident constitutes bullying. However, a single serious incident may still require immediate intervention, disciplinary action or safeguarding procedures.

GRP will consider the nature, context, impact and seriousness of reported behaviour when determining the appropriate response.

A person's claim that behaviour was intended as a joke or harmless teasing does not automatically make it acceptable.

4. Types of Bullying

GRP recognises that bullying can take many forms.

4.1 Physical Bullying

Physical bullying includes:

- Hitting, pushing, kicking or other physical aggression.
- Deliberately causing physical discomfort or injury.
- Intimidating gestures or threatening physical behaviour.
- Interfering with another person's belongings.

- Deliberately damaging or taking personal property.

4.2 Verbal Bullying

Verbal bullying includes:

- Name-calling and insulting language.
- Repeated teasing or mocking.
- Threats or intimidation.
- Deliberately humiliating comments.
- Offensive remarks intended to embarrass or undermine another person.

4.3 Social and Relational Bullying

Social bullying includes:

- Deliberately excluding individuals from activities or friendship groups.
- Spreading malicious rumours.
- Encouraging others to isolate or reject someone.
- Manipulating friendships or group relationships.
- Publicly embarrassing or humiliating another student.

4.4 Cyberbullying

Cyberbullying includes harmful behaviour carried out through digital communications or online platforms.

Examples include:

- Abusive or threatening messages.
- Humiliating or offensive social media posts.
- Sharing embarrassing images or videos without consent.
- Deliberately excluding or targeting individuals in online groups.
- Creating false accounts or impersonating others.
- Sharing private information to embarrass or intimidate someone.

Cyberbullying may occur both during and outside the residential programme.

4.5 Discriminatory Bullying

Discriminatory bullying involves targeting someone because of an actual or perceived personal characteristic.

This may include bullying relating to:

- Race, ethnicity or nationality.

- Religion or belief.
- Disability or additional support needs.
- Sex or gender.
- Sexual orientation.
- Gender identity.
- Physical appearance.
- Socioeconomic background.
- Cultural or linguistic differences.

All discriminatory behaviour will be treated seriously and addressed in accordance with GRP's safeguarding and equality responsibilities.

4.6 Sexual Bullying and Harassment

Sexual bullying or harassment may include:

- Unwanted sexual comments or jokes.
- Sexually degrading or humiliating language.
- Inappropriate sexual gestures.
- Unwanted sexual attention.
- Sexualised rumours.
- Sharing or threatening to share intimate images.
- Unwanted sexual touching or other harmful sexual behaviour.

Concerns involving sexual harassment, sexual violence or other potentially abusive behaviour must be referred immediately to the Designated Safeguarding Lead (DSL) or an appropriate deputy.

Such matters will be managed through GRP's Safeguarding & Child Protection Policy, including referral to external authorities where appropriate.

5. Recognising the Signs of Bullying

GRP recognises that students may not always feel comfortable reporting bullying directly.

Staff must therefore remain attentive to possible indicators that a student is experiencing difficulties.

Potential signs include:

- Withdrawal from social activities or friendship groups.
- Unexplained injuries or damaged belongings.
- Sudden changes in mood or behaviour.
- Anxiety, distress or low confidence.
- Reluctance to attend particular lessons or activities.

- Changes in musical engagement or performance.
- Difficulties sleeping or frequent nightmares.
- Persistent requests to contact home.
- Increased homesickness or emotional distress.
- Avoidance of particular students or areas.
- Unexplained physical complaints.
- Changes in eating habits.
- Reluctance to use a phone or distress following online interactions.

These signs do not necessarily indicate bullying, but they may suggest that a student requires additional support.

Staff should approach any concerns sensitively and seek guidance from the Head of Boarding and Welfare or DSL where appropriate.

6. Roles and Responsibilities

6.1 Company Directors

The Directors of Green Room Place Ltd. retain overall responsibility for ensuring that effective anti-bullying arrangements are established and maintained.

Their responsibilities include:

- Ensuring that appropriate policies and procedures are in place.
- Promoting a safe and inclusive organisational culture.
- Ensuring that staff understand their responsibilities.
- Reviewing serious incidents and complaints where appropriate.
- Supporting appropriate disciplinary and safeguarding decisions.
- Ensuring that this policy is reviewed and updated regularly.

6.2 Artistic Director & Designated Safeguarding Lead

Will Fowler - Artistic Director, Head of Piano & Designated Safeguarding Lead (DSL)

The Artistic Director and DSL has overall responsibility for safeguarding oversight during GRMSC.

Responsibilities include:

- Promoting an inclusive, respectful and supportive learning environment.
- Ensuring that serious bullying concerns are appropriately assessed.
- Overseeing safeguarding referrals where necessary.
- Supporting senior staff in responding to significant incidents.

- Ensuring that concerns involving abuse, discrimination or serious harm are managed under appropriate safeguarding procedures.
- Liaising with parents, external agencies or relevant authorities where appropriate.
- Ensuring that bullying concerns are not dismissed or minimised.

6.3 Head of Boarding and Welfare

Rhiannon Bennett - Head of Boarding and Welfare, Deputy Designated Safeguarding Lead & Nominated Health & Safety Officer

The Head of Boarding and Welfare will coordinate the day-to-day management of student welfare and anti-bullying arrangements across the residential programme.

Responsibilities include:

- Promoting positive student relationships.
- Monitoring behaviour and social interactions.
- Responding promptly to reports of bullying.
- Coordinating initial assessments and appropriate responses to incidents.
- Supporting students who have experienced bullying.
- Monitoring boarding accommodation and communal areas.
- Maintaining appropriate records of reported concerns.
- Communicating significant incidents to the DSL.
- Supporting communication with parents and guardians.
- Monitoring the effectiveness of actions taken to prevent further incidents.

6.4 Deputy Head & Nurse

Sophie Wells - Deputy Head, Nurse, Deputy Designated Safeguarding Lead & Deputy Health & Safety Officer

The Deputy Head will support the Head of Boarding and Welfare and DSL in responding to bullying and student welfare concerns.

Responsibilities include:

- Providing appropriate emotional and practical support to affected students.
- Supporting assessments of student wellbeing.
- Responding to any associated medical or health concerns.
- Assisting with incident management and documentation.
- Deputising where appropriate.
- Identifying students who may require additional support.
- Ensuring significant safeguarding concerns are escalated promptly.

6.5 All Staff and Visiting Faculty

All staff, teaching assistants, visiting lecturers, contractors and volunteers must:

- Treat students and colleagues respectfully.
- Promote positive and inclusive behaviour.
- Remain alert to possible bullying.
- Challenge inappropriate behaviour safely and promptly.
- Report concerns to the Head of Boarding and Welfare or DSL.
- Support students who disclose bullying.
- Avoid dismissing harmful behaviour as harmless teasing.
- Maintain appropriate professional boundaries.
- Follow GRP's safeguarding and reporting procedures.

All staff have a responsibility to contribute to a culture in which bullying is recognised, reported and addressed.

6.6 Students

Students are expected to:

- Treat others with kindness, dignity and respect.
- Avoid bullying, harassment or discriminatory behaviour.
- Respect differences in backgrounds, identities and abilities.
- Include others wherever reasonably possible.
- Report bullying or concerning behaviour.
- Follow staff instructions and camp rules.
- Avoid encouraging, sharing or participating in bullying behaviour.

Students will be encouraged to support peers who may be experiencing bullying by seeking help from a trusted adult rather than placing themselves at risk.

7. Bullying in Residential Accommodation

GRP recognises that residential programmes require particular attention to bullying prevention because students live, socialise and participate in activities together throughout the week.

The Head of Boarding and Welfare will oversee arrangements designed to maintain a safe and supportive residential environment.

7.1 Boarding Supervision

Appropriate supervision will be maintained in designated residential and communal areas.

Staff will monitor student interactions and remain attentive to patterns of exclusion, intimidation or inappropriate behaviour.

Students will be informed how to contact a member of the Boarding and Welfare team during the evening and overnight periods.

7.2 Bedroom Arrangements

Students will be accommodated in accordance with GRP's Health & Safety Policy and agreed room allocations.

Male and female students will be accommodated in entirely separate designated boarding areas or buildings.

The Head of Boarding and Welfare will oversee room allocations and consider relevant individual needs.

Students must respect the privacy, personal space and belongings of others.

Bullying, intimidation, harassment or deliberate exclusion within bedrooms or boarding areas will not be tolerated.

Staff may consider adjustments to room allocations where necessary to protect a student's wellbeing, taking account of safeguarding and individual circumstances.

Students must not be moved in a way that unfairly penalises them for reporting bullying.

7.3 Evening and Overnight Concerns

Bullying concerns arising during the evening or overnight must be reported promptly to the designated residential staff member.

Staff will take appropriate immediate action to ensure the safety and wellbeing of those involved.

Serious concerns must be escalated to the DSL or Deputy DSL without delay.

7.4 Social Exclusion and Group Dynamics

Staff will encourage positive social interaction and participation.

Particular attention will be given to students who may be attending independently, travelling internationally or experiencing difficulties forming friendships.

Deliberate and repeated exclusion intended to cause distress will be addressed under this policy.

8. Bullying Within Music Courses and Activities

GRP recognises that music education and performance can involve personal expression, confidence and vulnerability.

Students must feel safe to participate, make mistakes, receive feedback and develop their abilities without fear of humiliation.

8.1 Piano Course

Students must respect the abilities, experience and progress of others.

Mocking another student's playing, repertoire, technical ability or performance mistakes is unacceptable.

Faculty will promote constructive feedback and positive learning experiences.

8.2 Singing Performance Course

Singing and performance activities require particular sensitivity to personal confidence and self-expression.

Bullying or humiliating comments relating to a student's voice, appearance, performance, confidence or stage presence will not be tolerated.

Staff will ensure that feedback is constructive, appropriate and educational.

8.3 Music Theory Course

Students must respect differences in theoretical knowledge, learning pace and educational experience.

No student should be mocked, excluded or made to feel inferior because of their level of understanding or previous musical training.

8.4 Rehearsals and Performances

All students must demonstrate respect towards fellow performers.

Bullying, deliberate embarrassment, sabotage or intimidation during rehearsals and performances will be treated seriously.

Faculty must model appropriate professional behaviour.

9. Cyberbullying and Online Conduct

GRP recognises that online behaviour can affect student wellbeing and relationships during residential programmes.

Students are expected to use digital devices and communication platforms responsibly.

9.1 Unacceptable Online Behaviour

The following conduct is prohibited:

- Sending threatening, abusive or humiliating messages.
- Sharing offensive or discriminatory material targeting another person.
- Posting images or videos intended to embarrass or intimidate.
- Creating online groups for the purpose of excluding or targeting others.
- Impersonating another individual.
- Sharing private information without appropriate consent.
- Encouraging others to engage in online harassment.

9.2 Reporting Cyberbullying

Students experiencing or witnessing cyberbullying should report the concern to a trusted staff member.

Where safe and appropriate, relevant evidence such as messages, dates, usernames or screenshots may be preserved.

Staff must not unnecessarily circulate harmful content.

Where material may constitute evidence of child sexual abuse or involves intimate images of children, staff must follow safeguarding procedures and must not download, copy, forward or otherwise handle the material unnecessarily.

9.3 Online Incidents Outside Camp Hours

GRP may respond to online incidents occurring outside scheduled activities where they affect the safety or wellbeing of students attending the programme.

Actions may include support, parental communication, appropriate restrictions and safeguarding referrals where required.

10. Reporting Bullying

GRP encourages all students, staff and visitors to report concerns promptly.

Reports will be taken seriously, regardless of whether the individual making the report is directly affected or has witnessed the behaviour.

10.1 How to Report

Students may report concerns to:

- Any trusted member of GRMSC staff.
- Their course tutor or Head of Department.
- A member of the Boarding and Welfare team.
- Rhiannon Bennett, Head of Boarding and Welfare and Deputy DSL.
- Sophie Wells, Deputy Head and Deputy DSL.
- Will Fowler, Designated Safeguarding Lead.

Concerns may be raised in person or through GRP's designated communication channels.

Students are not required to confront the person responsible before seeking help.

10.2 Reporting by Parents and Guardians

Parents and guardians who become aware of possible bullying should contact GRP promptly.

Concerns will be referred to the appropriate senior staff member for assessment and action.

10.3 Reporting by Staff

Staff who witness or receive a report of bullying must take appropriate immediate action and inform the Head of Boarding and Welfare or DSL.

Staff must not promise absolute confidentiality.

All safeguarding concerns must be referred in accordance with GRP's Safeguarding & Child Protection Policy.

10.4 Anonymous Reports

Anonymous concerns will be considered and assessed wherever possible.

Although anonymity may limit the available evidence or the ability to provide feedback, it will not prevent GRP from considering appropriate protective action.

10.5 Protection Against Retaliation

No student or staff member should be subjected to intimidation, punishment or retaliation for making a genuine report or supporting an investigation.

Any retaliation will be treated as a separate and serious concern.

11. Procedure for Responding to Bullying

All reported concerns will be addressed promptly, fairly and proportionately.

11.1 Immediate Response

When bullying is reported or witnessed, staff must:

1. Take appropriate action to stop any ongoing harmful behaviour.
2. Ensure the immediate safety of those involved.
3. Offer reassurance and appropriate support.
4. Inform the Head of Boarding and Welfare or DSL.
5. Record the relevant facts and concerns.

Where there is an immediate risk of serious harm, emergency assistance must be sought.

11.2 Initial Assessment

The Head of Boarding and Welfare, in consultation with the DSL where appropriate, will assess the nature and seriousness of the concern.

Consideration will be given to:

- The behaviour reported.
- The individuals involved.
- Any immediate safeguarding risks.
- Whether the incident appears isolated or part of a pattern.
- Any discriminatory or sexual elements.
- The impact on the affected student.
- The need for parental involvement.
- Whether external safeguarding agencies should be consulted.

11.3 Investigation

Where appropriate, a fair and proportionate investigation will be undertaken.

This may involve:

- Speaking separately with the students involved.
- Obtaining relevant witness accounts.
- Reviewing available evidence.
- Consulting relevant staff.
- Considering previous related concerns.
- Documenting findings and decisions.

Students must be treated respectfully throughout the process.

No student should be presumed responsible before relevant information has been considered.

Investigations must not delay urgent protective action or necessary referrals to external authorities.

11.4 Safeguarding Escalation

Where the reported behaviour may constitute abuse, sexual violence, serious harassment, significant harm or a criminal offence, the DSL must be informed immediately.

The DSL will determine the appropriate safeguarding response, including consultation with or referral to children's social care, police or other relevant agencies where necessary.

GRP will not attempt to resolve serious safeguarding matters solely through informal discussions or mediation.

11.5 Outcome and Action

Following assessment or investigation, appropriate action will be taken.

Possible measures include:

- Individual discussions and guidance.
- Educational interventions.
- Behaviour agreements.
- Increased supervision.
- Adjustments to activities or group arrangements.
- Parental or guardian involvement.
- Formal warnings.
- Restrictions on participation in particular activities.
- Suspension or removal from the programme in serious circumstances.
- Safeguarding or external agency referrals.

Actions will be proportionate to the circumstances and intended to protect students, address harmful behaviour and prevent recurrence.

11.6 Follow-Up

The Head of Boarding and Welfare will arrange appropriate follow-up with affected students.

Follow-up may include:

- Checking emotional wellbeing.
- Monitoring interactions.

- Reviewing supervision arrangements.
- Assessing whether harmful behaviour has stopped.
- Providing further support where necessary.
- Maintaining appropriate communication with parents or guardians.

Reports will not be considered fully addressed merely because an initial intervention has taken place.

12. Supporting Students Affected by Bullying

GRP recognises that bullying may have significant effects on a student's emotional wellbeing, confidence and participation.

Students who experience bullying will be offered appropriate support.

This may include:

- Access to a trusted member of the Boarding and Welfare team.
- Opportunities to discuss concerns privately.
- Reassurance and practical guidance.
- Additional supervision where necessary.
- Adjustments to accommodation or activities where appropriate.
- Communication with parents or guardians.
- Referral to professional support or safeguarding services where required.

GRP will take reasonable steps to ensure that students are not disadvantaged for reporting bullying.

Support will also be considered for students who witness bullying or are otherwise affected by an incident.

13. Supporting Students Who Have Engaged in Bullying

GRP recognises the importance of addressing harmful behaviour while supporting young people to understand its consequences.

Where appropriate, students who have engaged in bullying may receive:

- Clear guidance about unacceptable behaviour.
- Opportunities to reflect on their actions.
- Support in developing more appropriate social behaviour.
- Behavioural expectations and monitoring.
- Appropriate restorative interventions.
- Further welfare support where underlying concerns are identified.

Supportive interventions do not remove the possibility of disciplinary action.

GRP will consider the safety and wellbeing of all students when deciding on appropriate measures.

14. Disciplinary Action

Bullying will be addressed in accordance with GRP's Student Behaviour Policy and relevant safeguarding procedures.

Possible disciplinary measures include:

14.1 Verbal Warning

For less serious incidents, a formal verbal warning may be issued alongside appropriate educational guidance.

14.2 Written Warning

Repeated or more serious incidents may result in a written warning and an agreed behaviour improvement plan.

14.3 Increased Supervision or Restrictions

Additional supervision or restrictions on particular activities may be introduced where necessary.

14.4 Suspension from Activities

A student may be temporarily removed from particular activities where their behaviour presents a significant risk or where further assessment is required.

Suitable supervision and welfare arrangements must be maintained.

14.5 Early Departure or Exclusion

In serious circumstances, GRP may determine that a student's continued attendance is inappropriate or unsafe.

This may result in arrangements for early collection or exclusion from the remainder of the programme.

Decisions will be made by appropriate senior management, taking account of safeguarding responsibilities, proportionality, individual circumstances and the safety of the wider student community.

Parents or guardians will be informed and suitable arrangements for the student's safe departure will be established.

GRP will not automatically exclude students solely because an allegation has been made.

15. Restorative Approaches and Mediation

Where appropriate, GRP may use restorative approaches to help students understand the impact of their actions and rebuild positive relationships.

Such approaches may include:

- Guided conversations.
- Reflection on behaviour.
- Agreements concerning future conduct.
- Supported opportunities to repair relationships.

Restorative interventions must be voluntary, appropriately supervised and suitable for the circumstances.

Students who have experienced bullying will not be required to participate in mediation or face-to-face meetings with the individual responsible.

Mediation must not be used as a substitute for safeguarding action in cases involving abuse, coercion, sexual misconduct or serious intimidation.

16. Preventative Measures

GRP is committed to taking proactive steps to reduce the likelihood of bullying.

16.1 Student Induction

At the beginning of the programme, students will receive clear guidance regarding:

- Respectful behaviour.
- Anti-bullying expectations.
- Residential rules.
- Reporting procedures.
- The importance of inclusion.
- Appropriate online conduct.
- Sources of support.

16.2 Positive Camp Culture

Faculty and welfare staff will actively promote:

- Kindness and mutual respect.
- Positive collaboration.
- Cultural awareness.
- Inclusion in group activities.
- Encouragement of others.
- Constructive feedback.
- Appreciation of different musical abilities and backgrounds.

16.3 Staff Awareness

Staff will receive relevant information during their induction regarding recognising, preventing and responding to bullying.

16.4 Supervision

The Head of Boarding and Welfare will ensure that appropriate supervision arrangements are established in residential and communal areas.

16.5 Student Accessibility to Support

Students will be informed which members of staff they can approach with concerns.

Private conversations and appropriate welfare support will be available where required.

16.6 Early Intervention

Staff will address emerging patterns of inappropriate behaviour promptly, even where incidents have not yet developed into persistent bullying.

Early intervention will be used to prevent escalation wherever possible.

17. Bullying Involving Staff, Faculty or Volunteers

GRP recognises that bullying or harassment may involve adults as well as students.

All staff, faculty, contractors and volunteers are expected to maintain professional standards of behaviour.

Bullying, intimidation, harassment, humiliation or discriminatory treatment of students by adults is strictly prohibited.

Concerns involving an adult must be reported promptly and managed in accordance with GRP's Safeguarding & Child Protection Policy, Staff Code of Conduct and relevant complaints or disciplinary procedures.

Where an allegation suggests that an adult may have harmed a child or presents a risk of harm, appropriate safeguarding procedures must be followed, including consultation with the Local Authority Designated Officer (LADO) where the relevant threshold is met.

Concerns involving the DSL must be reported through the alternative safeguarding arrangements identified in GRP's Safeguarding & Child Protection Policy.

Bullying or harassment between staff members will also be taken seriously and addressed through appropriate organisational procedures.

18. Communication with Parents and Guardians

GRP recognises the importance of effective communication with parents and guardians when bullying concerns arise.

Where appropriate, parents or guardians will be informed about:

- Significant concerns involving their child.
- Actions being taken to support their child's wellbeing.
- Relevant safeguarding or safety measures.
- Any required behavioural interventions.
- Follow-up arrangements.

Information will be shared proportionately and in accordance with confidentiality and data protection requirements.

Parents or guardians will not automatically be entitled to confidential information about another student or disciplinary action taken against them.

GRP will seek to maintain constructive and respectful communication throughout the process.

19. Confidentiality and Record-Keeping

All reports of bullying will be handled sensitively.

Information will only be shared with individuals who have a legitimate need to know, including where necessary to protect a child or fulfil safeguarding responsibilities.

GRP will maintain appropriate records of:

- Reported concerns.

- Relevant dates and individuals involved.
- Initial assessments.
- Actions taken.
- Safeguarding referrals where applicable.
- Communication with parents or guardians.
- Outcomes and follow-up arrangements.

Records will be factual, accurate and securely maintained.

Personal information will be handled in accordance with applicable data protection legislation and GRP's Privacy Policy.

Where bullying concerns involve safeguarding matters, relevant documentation will be managed in accordance with the Safeguarding & Child Protection Policy.

20. Complaints and Escalation

Students, parents, guardians and staff may raise concerns if they believe a bullying report has not been appropriately addressed.

Concerns should ordinarily be directed to the Head of Boarding and Welfare or DSL.

Where the concern involves the conduct of the DSL, or where the normal reporting route would be inappropriate, GRP's alternative safeguarding and complaints procedures must be followed.

Complaints will be considered fairly and without retaliation.

Where appropriate, concerns may be escalated to Company Directors or relevant external authorities.

Nothing in this policy prevents an individual from contacting children's social care, the police or another appropriate safeguarding authority where there are concerns about a child's safety.

21. Monitoring and Policy Review

GRP will review this policy at least annually and before each residential programme.

Additional reviews may be undertaken following:

- Significant bullying incidents.
- Safeguarding concerns or referrals.
- Changes to relevant legislation or guidance.
- Changes to the programme or venue.
- Feedback from students, parents or staff.
- Identification of recurring concerns or patterns of behaviour.

The Head of Boarding and Welfare will support the monitoring of bullying incidents and provide relevant recommendations to the DSL and Company Directors.

GRP is committed to continuous improvement and will take appropriate steps to strengthen its preventative and responsive arrangements.

22. Policy Approval

This Anti-Bullying Policy has been prepared for Green Room Music Summer Camp 2027 and will be submitted for approval by the Directors of Green Room Place Ltd.

Following approval, this policy will apply to all relevant GRP activities associated with the programme.

All staff members, visiting faculty, teaching assistants, contractors and volunteers are expected to familiarise themselves with and comply with its provisions.

GRP is committed to ensuring that all students can learn, perform, develop friendships and participate in residential activities in an environment characterised by safety, dignity, kindness and mutual respect.

GREEN ROOM PLACE LTD.

Green Room Music Summer Camp (GRMSC)

Registered Office: 20–22 Wenlock Road, London, England, N1 7GU

Email: info@greenroomplace.com

Website: www.greenroomplace.com

Designated Safeguarding Lead: Will Fowler

Email: willfowler@greenroomplace.com

Deputy Designated Safeguarding Leads: Rhiannon Bennett and Sophie Wells

The safety, dignity and wellbeing of every child are central to Green Room Place Ltd.'s educational and residential activities.