



ANTI-BULLYING STATEMENT

Mount St Joseph Document Control Table			
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1.0	25/02/2015	
2.0	31/3/2016	School name changed to Mount St Joseph (Removal of Business & Enterprise College)
2.0	01/09/2017	Reviewed by SLT – no amendments
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Basic Principle

Bullying and harassment are deliberately destructive and anti-Christian forms of behaviour which we will work to eradicate from our community; they erode self-confidence and self-esteem and result in a fragmented community.

1. Purposes

The purpose of this policy is:

- to respect the dignity of each member of the community
- to promote good working relationships between all pupils and to encourage all pupils to discuss with an adult if they are feeling unsafe.
- to encourage pupils to respect each other's property
- to enable all pupils to pursue the highest possible educational standards

2. Guidelines

At Mount St Joseph, the school community recognise:

1. Some children sometimes bully others. For the purposes of this policy statement the term is used to describe this unacceptable behaviour pattern. No child can be dismissed as simply 'a bully'.
2. Bullying can be verbal or physical. Name calling, teasing and taunting, racial and sexual harassment, rude gestures, intimidation and extortion are all forms of bullying for which the teacher must be vigilant.
3. Pupils are encouraged to discuss bullying as part of the PSHE and Citizenship programmes. Heads of House (HOH) also address anti-bullying through assemblies. Role-play may be a way of teaching pupils how to cope with bullying behaviour and of helping bullies to appreciate the feelings of their victims.
4. Pupils are encouraged to report any instances of bullying.
5. Copies of the school's anti-bullying policy (pupil version) are available in each classroom and discussed each term.
6. Questionnaires are sometimes used in sensitive situations to identify bullying behaviour.
7. The form tutor should make it clear to all pupils that bullying is unacceptable behaviour.
8. All teachers should watch out for early signs of distress, isolation, deterioration of work, erratic attendance, seeking the company of adults. Such behaviour should be reported to the relevant pastoral care officer.
9. Every case of suspected bullying should be followed up to ensure that the victim is given as much support as possible. This may include referral to outside agencies such as "Bully Free Zone".

10. Detailed evidence will be collected about an incident of bullying.
11. Do not bully the bully. This gives credibility to their behaviour.
12. All discussions are recorded in writing on the appropriate form and filed with the pastoral care officer for serious incidents. A decision will be made about appropriate action in consultation with the Deputy Headteacher and Heads of Year.
13. The teacher dealing with the situation should require both the bully and the victim to record the events in writing.
14. The teachers should record in writing their discussions with both parties.
15. The support of parents should be sought. Both sets of parents will be informed of the incident and kept informed of the action taken and support offered. They may be asked to attend a meeting in school.
16. Persistent offenders should be referred to senior staff.

3. Conclusion

Victims of bullies need their self-esteem raised through activities designed to improve their social skills. It is very important that every effort should be made to ensure that ALL children are integrated into the school community. Children who bully need to be involved in non-aggressive activities for which they can be rewarded to encourage acceptable behaviour patterns.

This document is freely available to the entire school community. Information about it will be made available via School Council, assemblies and form periods and via the school newsletter and prospectus.