

## **Anti-Bullying Policy**

St. John's Business & Enterprise College is committed to providing an environment where pupils and teachers have the right to learn and teach free from harm and intimidation. Each member of the school community is valued and respected and has basic rights. Bullying is not acceptable behaviour at St. John's.

Bullying is viewed as an act of aggression, causing pain, discomfort or embarrassment to another. It includes name calling, territorial ownership, physical violence, emotional hurt, put-downs, freezing individuals out from your group, demands for money or possessions. Bullying can be planned or unintentional, by individuals or by groups, of a continual or isolated nature.

### **We believe**

- All pupils and staff have a right to co-exist in a safe and harm-free environment. This includes all types of harm; physical and psychological.
- Pupils and staff have a right to have any fears treated seriously.
- Acts of bullying can be greatly reduced in an educated, co-operative, fair and supportive environment.
- **We must challenge bullying behaviour in school because** bullying makes pupils unhappy.
- Pupils who are being bullied are unlikely to concentrate fully on their school work.
- Some pupils avoid being bullied by not going to school.
- Pupils who observe unchallenged bullying behaviour are likely to copy this anti-social behaviour.
- Both bullies and victims need to be supported.

### **Our policy aims to:**

- Prevent or reduce incidents of bullying
- Provide a clearly defined framework for dealing with the victims and the perpetrators of incidents of bullying if they occur
- Ensure that this framework is understood and trusted by pupils, parents and staff

### **Teachers help counter bullying in our school by**

- Providing information to pupils of the unacceptable nature of bullying via pupil diary, curriculum and form class activities
- Being receptive and supportive to victims of bullying
- Advising pupils of more appropriate behaviour
- Following-up any reported incidents and potentially contacting parents.
- Providing feedback to the staff member who reported original incident
- Using a method of counselling/discussion to help resolve situations
- Implementing the Anti-Bullying Policy and school rules in a fair and consistent manner

### **Pupils can help by**

- Telling someone who can help
- Using the feedback box in the foyer to highlight incidents/concerns
- Supporting the bullied pupil
- Taking a strong position and telling the bully his/her behaviour is "not on" and by not joining in when bullying takes place
- Not letting the bully's threats put you off
- Reporting any attempt to repeat bullying behaviour

- Following the Behaviour Guidelines

**If a parent** discovers any signs of bullying, then immediate action should be taken ;

- Establish the full details of what has been happening. These should be written down with a record of dates and times if possible.
- Contact the school as soon as possible.

Pupils who are reported for a first bullying or harassment incident will be interviewed by their Form Teacher.

They will be informed that:

- Their behaviour is unacceptable.
- Any further bullying of pupils who reported the incident is equally unacceptable.
- More appropriate behaviours will be suggested.
- Appropriate action may include an apology, a commitment not to re-offend, and explanation of possible consequences if behaviour is repeated.
- The pupil's name to be recorded in the "Incident Book."
- A subsequent incident will be dealt with under the Behaviour Policy guidelines

Our Anti-Bullying Policy provides guidelines for the prevention of bullying and for intervention if the problem occurs. Copies are available via the school office at any time.

All allegations of bullying are taken seriously and investigated as speedily and thoroughly as possible.

**There is a Zero-Tolerance Policy of Bullying and Put-downs.**