

BULLYING AND HARASSMENT

INTRODUCTION

This policy is intended for staff, parents, governors and any other persons concerned with bullying at The Saints Federation. The person responsible for monitoring is the Executive Headteacher, Maxine McGarr. A governor with specific responsibility monitors.

AIMS

The Saints Federation aims to have clear procedures, so that any person who is being or has been bullied or harassed knows incidents will be treated seriously, quickly and effectively.

DEFINITION

The DFE guidance titled 'Preventing and Tackling Bullying' published in March 2014 defines bullying as:

"...behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.....Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways. It may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online."

PROCEDURES

All incidents will be investigated.

Within the school culture children are positively taught how to deal with threatening or unpleasant situations including those described in the definition. The victim is encouraged to inform the bully that they find this behaviour unacceptable or unpleasant. Children witnessing such incidents are taught to emphasise the victim's requests to stop this behaviour, and to ensure that they too have expressed their disapproval of the bullies' unacceptable behaviour. If the initial request is not effective, then the child should inform the Class Teacher, Teaching Assistant, or Midday Supervisor Assistant either in person or through another pupil.

- Reporting to an adult: the victim or witness should explain what has happened and what they have done, so that the adult can support them in sorting out the matter and suggest strategies to avoid being in a similar situation again.

If the incident has not been resolved, the Class Teacher must then be informed, and will investigate. Parents will be informed of their child's anti social behaviour informally, at the end of the school day or by telephone. An incident diary will be kept to establish the causes, and monitor patterns.

If the anti social behaviour persists, the Executive Headteacher must be involved, and the parents

contacted formally.

If a child feels that they are being bullied or harassed by a member of staff, the child or their parents will then speak to the Executive Headteacher or the Chair of Governors at the relevant school and the Child Protection/Whistleblowing Policy will be adhered to.

If a member of staff feels that they are being bullied or harassed, they must talk to the Executive Headteacher or the Chair of Governors at the relevant school as soon as possible and the Dignity at Work Policy will be adhered to.

This policy adheres to Single Equality Status (including Looked After, Special Educational Needs and Gifted and Talented pupils), Health and Safety, Safeguarding and Whistleblowing Policies.

LAST REVIEW: SEPTEMBER 2020

NEXT REVIEW: SEPTEMBER 2021
