



Anti Bullying Policy

Statement of intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can be in a relaxed and secure atmosphere. The aim of the anti-bullying policy is to ensure that students are in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable.. If bullying does occur, all students should be able to tell someone and know that incidents will be dealt with promptly and effectively.

Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a student's ability to learn effectively and be comfortable in the environment at The Joseph Trust. The negative effects of bullying can have an impact on a person for their entire life.

The Joseph Trust wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore this policy promotes practices within the Joseph Trust to reinforce our vision, and to remove or discourage practices that negate them.

What is Bullying?

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Students who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults.

There may be evidence of changes in work patterns, lacking concentration or truanting from The Joseph Trust..

Bullying can take many forms including:

- **Physical** - bullying which can include kicking, hitting, pushing and taking away belongings;
- **Verbal** bullying which includes name calling, mocking and making offensive comments;
- **Emotional** bullying which includes isolating an individual or spreading rumours about them;
- **Cyber-bullying** where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
- **Racist** bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- **Sexual** bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- **Homophobic and biphobic** bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- **Transphobic** bullying occurs when bullying is motivated by a prejudice against people who identify as trans
- **Disablist** bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- **Sexist** bullying occurs when bullying is motivated by a prejudice against someone because of their gender

Some warning signs that a student is being bullied

Changes in motivation when at The Joseph Trust

Appears anxious

Regularly feeling sick or unwell, or lack of attendance

Clothes/bags torn or damaged.

Money/possessions going missing.

Unexplained cuts and bruises.

Unexplained behaviour changes, e.g. moody, bad-tempered, tearful.

Unhappiness.

Loss of appetite. Not sleeping. Loss of weight

Seen alone a lot

Not very talkative

Reluctance to take part in activities

Some reasons why people bully

Desire to appear powerful

Unhappiness

Feelings of inadequacy

Difficulties at home.

Learned behaviour (They too have been bullied)

How to get help

Who can students talk to if they have any concerns about bullying?

Students can feel confident that they can talk to any member of staff or volunteer of The Joseph Trust. They may feel more confident in sharing with some members of the team who they get on well with and who they have built a relationship with over their time at the Joseph Trust.

Students who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the experience with a member of staff of their choice
2. Reassuring the pupil
3. Offering continuous support
4. Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

1. Discussing what happened
2. Discovering why the student became involved
3. Establishing the wrong doing and need to change
4. Informing parents or guardians and their school to help change the attitude of the student

Responses will vary depending on the nature of the incident, but may include:

1. Counselling
2. Moving to a different day
3. Peer support/peer mentoring
4. Formal recording (racism, hbt)
5. Liaison with parents/guardian/social worker
6. Liaison with the supporting school

Anti Bullying Procedures

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly

Staff Responsibilities

- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To take appropriate action or to refer to The manager who then will inform the school
- To record in the appropriate students' files and in the racist/HBT

(homophobic, biphobic, transphobic) record if appropriate

- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To implement appropriate procedures for a member of staff
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To consult with the school and relevant outside agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective.

Anti Bullying Useful contacts

<https://www.bullying.co.uk/> Helpline: 0808 800 2222

Childline Helpline: 0800 1111