

# Anti – Bullying Policy

In accordance with the requirements the Ballisodare Group of Parishes has adopted the following Anti - Bullying Policy within the framework of the group's Code of Behaviour.

1. The Select Vestries of Holy Trinity, Ballisodare, St Paul's, Collooney and Emlaghfad, Ballymote recognises the very serious nature of bullying and the negative impact that it can have on the lives of the parishioners and is therefore fully committed to the following key principles of the best practice in preventing and tackling bullying behaviour.

- A positive culture and climate which –
  - > is welcoming of difference and diversity and is based on inclusivity
  - > encourages parishioners to disclose and discuss incidents of bullying behaviour in a non-threatening environment
  - > promotes respectful relationships across the church community
- A shared understanding of what bullying is and its impact
- Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies)
- On – going evaluation of the effectiveness of the Anti-Bullying Policy.

2. In accordance with the Anti-Bullying Procedures bullying is defined as follows:

*Bullying is unwanted negative behaviour, verbal, psychological or physical conducted, by an individual or group against another person (or persons) and which is repeated over time.*

The following types of bullying behaviour are included in the definition of bullying:

- deliberate exclusion, malicious gossip and other forms of relational bullying
- cyber – bullying
- Identity – based bullying such as homophobic bullying, racist bullying, bullying based on a person's membership of the traveller community and bullying of those with disabilities or special educational needs.

In the context of this policy, placing a once – off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed by other people will be regarded as bullying behaviour.

3. The relevant people for investigating and dealing with bullying are the Parish Safeguarding Panel

## 4. Prevention of Harassment

The Select Vestries will take all such steps that are reasonably practicable to prevent the sexual harassment of parishioners or the harassment on any of the nine grounds specified i.e. gender including transgender, civil status, family status, sexual orientation, religion, age, disability, race and membership of the traveller community.

9. This policy was adopted by the Select Vestry on 26 April 2022 (Ballisodare); 27 April 2022 (Ballymote) and 28 April 2022 (Collooney)