



**ST GREGORY'S CATHOLIC SCIENCE COLLEGE
ANTI-BULLYING POLICY**

Rationale

We are a Catholic community, committed to the vision of the School as a spiritual place whose cornerstone is Christ and whose foundations are the Disciples and Prophets. The dignity of the human person is central to the life and the teaching of the Catholic Church and foundational to any policy on bullying. It follows that our community must be one of love, where all of our members honour the Christ they find in one another. Each person in the School deserves to be treated with the respect and reverence due to one created in the image of God.

It is thus the responsibility of all members of the School: pupils, parents, teachers and support staff, to take immediate and appropriate action when relationships within our community fail to reflect these ideals.

Aims

- To make it clear to all that bullying of any kind (including child-on-child, sexist, biphobic, homophobic and transphobic bullying or bullying featuring race, religion, culture or SEND) will NOT be tolerated.
- To encourage an environment where independence is celebrated and individuals can flourish without fear.
- To protect the right of all pupils to be safe and happy in school.
- To ensure the school's approach to bullying is in line with the school safeguarding and child protection policy.
- To encourage students to report all bullying incidents (both inside and outside of school).

DEFINITION

Bullying is defined by the DFE as "Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally".

The CES states that "All forms of bullying, whatever the motivation, are wrong and must not be permitted in our school. If we are to create safe communities of learning, of love and of care for each learner, we must eradicate any practise that leaves individual feeling perplexed or threatened."

Bullying can be:

CHILD ON CHILD sexual harassment, sexual assault, sexual abuse (including online sexual abuse) and sexual violence (including sexualised language)

PHYSICAL hitting, kicking, stealing or hiding belongings or money

CYBERBULLYING sending malicious e-mails or text messages, sexting, imitating others on line or pressuring others through the use of social media

VERBAL name-calling, undue teasing and/or humiliation, isolating or making offensive remarks

EMOTIONAL spreading nasty stories about someone, exclusion from social groups, or being made the subject of malicious rumours

WHOLE SCHOOL

Bullying is dealt with in many areas across the school;

1. Anti - Bullying sessions within the PHSE programme. The PSHE and RSE programme also aim to educate students on a range of matters around bullying behaviours.
2. Anti-Bullying posters in classrooms and on notice boards in corridors
3. Use of the curriculum time to raise awareness
4. Focus on anti-bullying week
5. Raising awareness of how to deal with bullying through the Assembly programme led by heads of year, form tutors and students
6. Involvement of school councils, parents' forum and other student forums in the discussion of Anti Bullying
7. Audit of current practice, the school layout and transport arrangements
8. Rewarding good behaviour through the school's reward system

SIGNS TO LOOK FOR

- Marked changes in behaviour e.g. continually losing money or starting to steal
- Feigning illness
- Clinging to adults
- Changes in work patterns and or attainment
- Lack of concentration
- Truancing
- Physical signs
- Emotional changes

REPORTING

The atmosphere in school and at home should be such that pupils feel confident and are encouraged to report instances of bullying to a teacher, a parent or another adult of their choosing. They should feel secure in the knowledge that all reported instances (both inside and outside of school) will be treated seriously and sensitively and will be dealt with immediately. Pupils should feel assured that reporting instances of bullying of either themselves, or another pupil, will not make matters worse and that ALL bullies will be sanctioned. Not reporting protects the bully and could give the impression that they may continue, perhaps bullying others too.

ACTION

Establish the facts in written form.

In the first instance we would expect the student's form tutor to discuss any issues with their tutees and suggest possible solutions. If this is ineffective or the form tutor believes he/she needs help in resolving an issue he/she will inform their Head of Year. An investigation into a complaint of bullying will be carried out in most cases by the student's Head of Year; they may be assisted by the learning mentor and the pastoral Deputy Headteacher.

Speak to the bully(/ies), individually / speak to the group of bullies together if relevant.

If it is thought appropriate and the victim agrees, both sides can be brought together, (some bullies are unaware of the consequences of their behaviour).

Bullies should be made aware that if the bullying persists, parents will be involved. It may be thought prudent to involve parents in any case, depending on the degree of bullying inflicted. In the case of persistent bullying a permanent exclusion may be considered. In addition, if appropriate, the police and or local authority may be notified.

A record of the incident should be passed to the Head of Year who will keep a central record of bullying incidents for their year group as they pass through the school. The deputy head in charge of the pastoral system will maintain an audit of bullying incidents.

The victim should be seen at regular intervals to ensure they feel secure and that there are no further incidents. In some situations, the school chaplain may be involved in counselling the victim or indeed the bully.

Senior staff will be involved if any further incidents occur.

We believe it is important for our school to work with parents/carers to help them to understand our approach with regards to bullying and to engage promptly with them when an issue of bullying comes to light, whether their child is the student being bullied or the one doing the bullying. We will ensure parents/carers are made aware of how to work with the school in respect of bullying and how they can seek further help if a problem is not resolved.

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

We are all responsible for making sure that everyone is safe, happy, able to achieve and can make a positive contribution in the School.

Signed	Headteacher	Date
	Chair of Governors	Date