

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 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 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:

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| <i>PHYSICAL</i> | hitting, kicking, stealing or hiding belongings or money |
| <i>VERBAL</i> | name-calling, undue teasing and/or humiliation, isolating or making offensive remarks |
| <i>EMOTIONAL</i> | spreading nasty stories about someone, exclusion from social groups, or being made the subject of malicious rumours |
| <i>CYBERBULLYING</i> | sending malicious e-mails or text messages, imitating others on line or pressuring others through the use of social media |

WHOLE SCHOOL

Bullying is dealt with in many areas across the school;

1. Anti Bullying sessions within the PHSE programme
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 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 schools 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.

Consult with the Form Tutor or Head of Year immediately

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

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| Signed | Headteacher | Date |
| | Chair of Governors | Date |

SGS