

## **ANTI-BULLYING POLICY**

As a Catholic school, we have a duty to make the Gospel present in the lives of young people which includes an environment free from bullying and intimidation.

### **Role of Headteacher and Governing Body**

The Headteacher and Governing Body are responsible for the implementation and review of this policy. It will be monitored through the full governing body

The school will seek to prevent bullying from occurring or escalating by raising awareness of bullying and how to report. This will be through assemblies by school staff and other agencies as well as through the curriculum within PSHE. Key messages will be on notice boards about bullying and how to prevent and report it. Anti-bullying days will be used in consultation with the School Council. The pupil handbook will reinforce how to recognise and report bullying. House groups have designated 'buddies' to whom pupils can report concerns about themselves or others.

### **What is bullying?**

Behaviour by an individual or group, usually repeated over time, that intentionally hurts  
**Bullying can be:**

- **Physical-** Hitting, pushing, taking someone's belongings
- **Verbal-** Name calling, insults, racist or sexist remarks, threatening, mocking or offensive comments.
- **Indirect-** spreading rumours, sending abusive texts, maliciously excluding somebody from a group
- **Emotional-** being unfriendly, gossiping, tormenting, graffiti
- **Sexual-** unwanted physical contact or comments relating to sex or sexuality

Many of these types of bullying can take place in the online environment or 'cyber bullying'. Misuse of all areas of the Internet, inappropriate messaging and emailing, sending offensive or degrading images by phone or via the Internet, misuse of any social media.

If there are any serious offences reported this information may be given to other agencies to assist in helping you with your problem. For advice on cyberbullying go to the following Website: <http://ceop.police.uk/>

This policy applies, not only on the school premises, but also on the journey to and from school, off site at lunchtime, on all educational visits/extra-curricular activities (including residential) and on the way to and from activities off site during the school day.

We recognise that bullying incidents, particularly when social networking sites and instant messaging are involved, may have begun outside of school. The school will seek to work with parents and carers to use its influence to prevent further instances and try to achieve reconciliation between students.

**Key practices**

- 1: To ensure that any pupil who reports bullying will be listened to in a sympathetic manner, and that there will be an investigation into their concerns
- 2: Within the Curriculum, to raise the awareness of the nature of bullying
- 3: To ensure the availability of staff to deal with all incidents of bullying and to communicate effectively with parents and pupils the results of any investigations

This will in the main, be dealt with by the Senior Pastoral Team

- 4: To ensure that all incidents of bullying are recorded.
- 5: To review, as part of the Senior Pastoral Team's management brief, all procedures relating to the quality of action taken

**Procedures for dealing with incidents:**

- 1: Every incident to be dealt with as soon as possible.
- 2: An account of the incident to be recorded in the Pastoral Manager/College Leader's log book.
- 3: Interviews to be conducted.
- 4: Parents to be kept informed, usually through College Leaders/Pastoral Managers.
- 5: The emphasis with offenders should be on accepting the need to change behaviour rather than simple punitive measures.
- 6: Sanctions are to be used as appropriate.
- 7: The use of Restorative Justice will be encouraged used as appropriate.
- 8: Any intervention is to be closely monitored by House Tutors, Pastoral Managers and College Leaders.
- 9: Bullying as defined above, will be dealt with as effectively as possible on school trips/visits through an on-going risk assessment

**Working with victims:**

- 1: Reassure the victim and listen to their concerns.
- 4: Look to restore self-esteem and confidence in the victim.
3. Keep them informed of progress and outcomes, as far as possible

**Working with the offender:**

- 1: Listen carefully and question in a neutral manner.
- 2: Establish verifiable facts, using witness evidence as required.
- 3: Inform parents of their child's actions, discuss at interview if required and seek parental support.
- 5: Aim to establish wrong-doing and the need to change behaviour.
- 6: Persistent offenders will be seen by the Headteacher.
- 7: Consider alternative educational provision where appropriate.