



SAINTS PETER AND PAUL
CATHOLIC HIGH SCHOOL

Anti-Bullying Policy

Last updated: under review (ongoing)

This policy must be read in conjunction with the:

- Equality Information and Objectives Policy
- Behaviour Policy including Statement of Aims and Principles
- Child Protection and Safeguarding Policy

1. BULLYING – A DEFINITION

Bullying is an act of aggression, causing embarrassment, pain or discomfort to another. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of students.

2. PRINCIPLES – OUR AIMS AND OBJECTIVES

- Students will be provided with support in all aspects of their school life in keeping with our mission as a Catholic school.
There will be a coherent structure of sanctions and support to prevent bullying in our school.

Students and staff will be encouraged to take responsibility to ensure a community of mutual respect.

- Anti-bullying strategies will be promoted by educating all members of our school community regarding the issue of bullying and its consequences.
- Our school will not tolerate bullying behaviour, and any reported incidents will be treated seriously and thoroughly investigated.
- Bullied students will be listened to; their needs are paramount because every student has the right to learn free from intimidation and fear.

3. FORMS OF BULLYING

- Physical violence such as hitting, pushing or spitting at another student.
- Interfering with another student's property, by stealing, hiding or damaging it.
- Using offensive names/language when addressing another student.
- Teasing or spreading rumours about another student or his/her family.
- Belittling another student's abilities and/or achievements.
- Writing offensive notes or graffiti about another student.
- Excluding another student from a group activity.
- Ridiculing another student's appearance, gender, way of speaking or mannerisms.

- Misusing technology (internet/social media/ mobile phones) to hurt or humiliate another student.

Most of these forms of bullying have three common purposes:

- It is deliberately hurtful behaviour.
- It is behaviour that is repeated.
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

It is important to respond to bullying because no one deserves to be bullied, and it hurts. Everybody has the right to be treated with respect, and students who bully need to learn different ways of behaving.

As a caring school community we have a responsibility to respond promptly and effectively to issues of bullying. We take bullying seriously because of the potential impact upon young people which may stretch into their adult lives.

4.RESPONSIBILITIES OF ALL STAKEHOLDERS

Our staff will:

- Foster in all our students, self-esteem, self-respect and respect for others.
- Demonstrate by example, the high standards of personal and social behaviour we expect of our students.
- Discuss bullying with all classes, so that every student learns about the damage it causes to both the student who is bullied and to the bully, and the importance of informing a member of staff about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to students who have been the victim of bullying, take what they say seriously, and act to support and protect them.
- Report suspected cases of bullying to the victim's appropriate, designated member of staff (Pastoral Progress Tutor/Pastoral Progress Leader/Child Protection Officer Follow up any complaint by a parent/carer about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

Our students will:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect another student who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and to help prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their suffering and that of other potential targets.

We ask our Parents to support our students and the school by:

Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.

- Advising their children to report any bullying to any member of staff and explain the implications of allowing the bullying to continue unchecked, for themselves and for other students.
- Advising their children not to retaliate to any forms of bullying.
- Being sympathetic and supportive towards their children, and to reassure them that appropriate action will be taken against bullies.
- Informing our school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, and if their children are accused of bullying to try and ascertain the truth.

It is the responsibility of all members of our school community to work together to combat and eradicate bullying.

5. IMPLEMENTATION

The following steps will be followed when dealing with incidents of a bullying nature:

- When bullying is suspected or reported, the incident will be dealt with immediately by the appropriate member of staff to whom it was reported.
- A clear and precise account of the incident will be recorded and given to the appropriate Child Protection Officer who will, in turn, arrange to interview all concerned, and record each interview.
- Staff with pastoral responsibilities, for all concerned in the incident, will be kept informed, and will inform all other members of staff, who may have some contact time with those involved in the incident, of any progress/resolution of the incident.

- Parents of all parties will be kept informed of progress/resolution of the incident.
- Sanctions will be used as appropriate to the incident.

Students who have been bullied will be supported by:

Offering an immediate opportunity to discuss their experience with a member of staff (of their choice, if necessary).

Reassuring the student of the immediate and continuous support that the school offers.