



To Inspire and be Inspired

Anti-Bullying Policy

Report Author	R Jones
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St. Brigids school promotes the safeguarding and welfare of pupils in its care, and staff. We will not tolerate bullying in any form.

This school policy has been developed in line with legal requirements and statutory guidance.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can learn/work in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils/staff should be able to report it and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell staff.

What Is Bullying?

‘BEHAVIOUR BY AN INDIVIDUAL OR GROUP, REPEATED OVER TIME, THAT INTENTIONALLY HURTS ANOTHER INDIVIDUAL OR GROUP EITHER PHYSICALLY OR EMOTIONALLY

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils/staff who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy – to ensure that:

- All governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- All governors and teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils, parents and staff know what the school policy is on bullying, and what they should do if bullying arises.
- Pupils, parents and staff know that they will be supported when bullying is reported.
- Everyone knows that bullying will not be tolerated.

ROLES AND RESPONSIBILITIES

Head Teacher

- Dissemination of policy to whole school community
- Effective implementation of policy
- Staff training and awareness raising
- To ensure all adults who work with pupils are aware of school policy and work within its framework
- To monitor, review and evaluate the effectiveness of the policy
- Liaise with the LEA to ensure the best practice

Governors

- Support Head Teacher in following guidelines
- Inform and consult with parents about bullying issues after consultation with the Head Teacher
- Help to build positive and supportive relationships with parents through mutual understanding and trust
- Liaising with the LEA to ensure the best advice available

Teaching and non-teaching staff

- To be vigilant about possible signs of bullying and act on the policy
- To be available should a pupil or another staff member wishes to discuss incidents of bullying and to act on the policy and procedures
- To be 1st point of contact for pupils and 1st person to try and resolve issues of bullying immediately
- To report all incidents of bullying to the appropriate member of the Senior Leadership Team

Parents/Guardians

- To take their child's concern seriously
- Let the school know of these concerns as appropriate
- Supporting key messages being given to pupils and where appropriate attend meetings and contribute in a positive way to actions aimed at solving any problems- including taking part in consultations about the policy
- Being aware that the primary role in pupil's awareness of bullying is the parents
- To monitor their child's use of Social Network sites.

Pupils

- To take part in consultation over anti bullying policies and procedures
- To be prepared to express their views through the student council and in PSE lessons
- To contribute to the development and consultation processes when reviewing the Anti Bullying policy on an annual basis.
- To report bullying using the procedures in place
- Ensure that they take responsibility for their own use of Social Network sites and commit to not taking part in cyber or any other bullying

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence

- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong with them
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Pupils, teachers and parents should report suspected or actual bullying incidents to appropriate staff (Head of Learning KS3/4, Head of Learning KS5, or Assistant Head, Primary).
2. All incidents of bullying will be recorded on the school information management system, by staff (as above) if incident is proven to be bullying, in order to enable tracking of patterns and individuals.
3. In serious cases parents/guardians should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. Pupils who have been bullied will be supported through a variety of strategies e.g. ongoing meetings, referral to the school counsellor.
7. An attempt will be made to help the bully (bullies) change their behaviour through a variety of strategies e.g. referral to the school counsellor, ongoing meetings
8. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

In order to prevent bullying a number of approaches will be used in order to adopt a bullying prevention ethos. They will include:

CURRICULAR APPROACHES

- raising awareness about bullying e.g targeting Anti-bullying sessions in PSE
- use 'SEAL' materials in lessons and assemblies
- Group time / anger management
- PSE lessons
- In other lessons via teaching ie in English, History, Media Studies, RE etc.

REDUCING BULLYING BY TARGETED APPROACHES

- Peer mentor programmes
- Active listening
- Counselling-based approaches
- Transition activities
- Sessions on bullying by Police Liaison Officer
- Participation in Anti-bullying week activities

Possible Outcomes

In the first instance the school's priority will always be to stop the bullying. The school will deal with each incident in, what is considered to be, the most appropriate manner, this may include:

- The bully (bullies) may be asked to genuinely apologise.
- Official warning will be given in the presence of parents/guardians
- Detentions will be issued –in serious cases pupils will be placed into Head Teacher's Detention
- Exclusion from certain areas of the school / certain times of day
- Fixed term exclusion
- Permanent exclusion

MONITORING AND EVALUATING THE POLICY

All reports of bullying will be recorded on SIMS by staff and this data will be used to:

- Manage individual cases effectively
- Monitor and evaluate the effectiveness of strategies
- Celebrate the anti bullying work of the school
- Demonstrate defensible decision-making in the event of complaints being made
- Engage and inform multi agency teams as necessary
- Provide monitoring reports to students via the School Council
- Report to governors in order for them to evaluate the anti bullying work of the school
- Report the number of bullying incidents to the LA as required annually
- Work towards meeting the National Healthy Schools Award Status
- Inform the evidence presented in the school self evaluation form (SEF)

The school will review this policy annually and assess its implementation and effectiveness. The policy will be implemented throughout the school.

RJ