



Anti-Bullying Policy In Relation to Pupils

Introduction

Our Mission is to develop the whole person in a Catholic learning community, to provide a loving Christian environment and to strive for excellence, equality, justice and fairness.

The School's Mission Statement highlights our beliefs as a Catholic community that all members should be allowed to thrive and not be the victims of bullying. The School has a clear policy on excellent behavior at St Bernadette's and high standards of behaviour which states that bullying of any kind is unacceptable. We seek to support pupils who are victims of bullying and ensure they are treated with sensitivity and care. We also seek to support pupils who are the perpetrator to change their behaviour and play a full and productive part of the school community.

Aims of Policy

1. To ensure that all people in the School community are able to work in a safe and secure environment free from humiliation, harassment, oppression and abuse.
2. To clarify for all members of the School community that bullying is totally unacceptable and must be totally discouraged. Everyone must act in a positive way to ensure that bullying is challenged and reported.
3. To ensure that all pupils, parents and staff are aware of the Governing bodies policy and know that appropriate action will be taken.
4. To ensure that all staff and pupils are aware of this policy and know that it relates to all members of our community.

What is Bullying?

Bullying behaviour which makes other people feel uncomfortable or threatened whether this is intended or not. Bullying is about power and victims often feel powerless to stop it.

- It is deliberately hurtful behaviour which is unprovoked;
- It is repeated often or it may be a serious one-off incident;
- It is difficult for pupils to stop the process or for pupils to resolve it by themselves;
- With the advancement of technology, bullying can happen at any time.

Bullying Can Take a Number of Forms

- Online bullying – Bullies could use technology to harass their victims, they can use any form of electronic or social media. This could involve videoing or photographing bullying incidents on their mobile phone or other devices;
- Physical - pushing, hitting, kicking, spitting etc;
- Verbal - name-calling, teasing, taunting, intimidating, gossiping, humiliating;



- Emotional - e.g. spreading rumours, excluding from groups, tormenting, staring;
- Silent - isolation, rude gestures, exclusion of pupils from group activities;
- Repetitive Bullying - bullying which continues after intervention, ie when a teacher has told the bully not to communicate with the victim either directly or through intermediaries.

Any of these may also include discrimination in relation to race, gender, sexual orientation, special educational needs or disability.

The School Curriculum

Will be used to:

1. Raise awareness about bullying behavior and why it is unacceptable, including online bullying and about the School's Anti-Bullying Policy.
2. Challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in School.
3. Ensure all members of the community are aware of the consequences of bullying others.

There are many opportunities within the curriculum to raise awareness, to teach about the quality and importance of good relationships, to reiterate policy and discourage bullying via:-

- Religious Education;
- English;
- Drama;
- Computing;
- PSHE;
- Assemblies;
- Retreats;
- Liturgical experiences;
- Tutor time;
- Curriculum Enrichment Days.

Monitoring and Evaluation

This policy and accompanying procedures will be monitored and the effectiveness will be evaluated in the light of:

- Numbers of pupils being bullied;
- Pupils willingness to report incidents;
- Staff vigilance and response to bullying behavior;
- Numbers of pupils and parents feeling secure about the school's response to bullying;



- Nature of bullying incidents and trends.

Referrals and incidents of bullying will be monitored and appropriate action taken.

St Bernadette Catholic Secondary School

Will:

- Take seriously all reported incidents and investigate them fully;
- Report back to Parents at the earliest opportunity;
- Keep the victim informed as appropriate of what is happening;
- Give the victim advice and strategies for improving the situation;
- Use appropriate sanctions as warranted against the perpetrator;
- Take appropriate action to try and prevent further incidents;
- Use the support of outside agencies as appropriate;
- Educate the perpetrator as to the harm they have caused or will cause if it continues;
- Employ restorative approaches with the perpetrator and victim is appropriate.

NOTE:

There are separate policies relating to *Staff Code of Conduct and Complaint Procedures*.

This policy should be used in conjunction with the Good Order and Behaviour Policy and the E-Safety Policy