

ANTI-BULLYING POLICY

'Seek Ye First the Kingdom of God...'

Matthew 6.33

St Patrick's Catholic College prides itself on its excellent provision for dealing with any form of bullying that may be experienced by pupils within our college. The philosophy underpinning our provision is very simple - our Christian faith commands that we love and care for all people, indeed, this is even more of an imperative where we find anybody in need. As a Catholic school, we acknowledge the divine origin and destiny of all our children. The school mission simply states:

'Seek ye first the Kingdom of God'

It is our mission therefore, to enable all our young people to flourish in their lives both inside and outside of college. This *'human flourishing'* occurs when they feel secure and confident within the environment in which they live. Providing this security and confidence is a key aspect of the role of the college and this is underpinned by the College ethos in which everyone is valued and appreciated for their own intrinsic worth. In our college, the values of caring and consideration for all people are nurtured in a community which seeks to live out the gospel values in all it does.

The building of positive relationships between children and adults; children and their peers and indeed positive relationships between all adults within the college, is an integral part of the life of the college. Emphasis is placed upon the building of community and on shared responsibility with parents for the welfare of our community.

Aim :

The aim of the anti-bullying policy at St. Patrick's is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. We believe that in the spirit of forgiveness it is often possible to resolve an incident of bullying and bring a good resolution that leaves people friends once more. Bullying is anti-social behaviour and affects everyone; it is **unacceptable** and **will not be tolerated**. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at St. Patrick's.

What Is Bullying?

What our students say:

"Bullying is when one or more people hurt another, by mental, physical and verbal confrontation or abuse."

“Bullying can be emotional, physical, mental, or cyber.”

Bullying is mostly repeated – it represents intent to harm and is often a relentless campaign against some or some group. Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim, victims can be either students or staff members.

St. Patrick’s Catholic College, in supporting the uniqueness of each individual, acknowledges the role that The Equality Act 2010 can play in protecting the rights of different people in our community. The Act states that the following are protected characteristics: ***age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.***

We recognise that bullying can be:

- Emotional being unfriendly, ‘leaving others out’, tormenting e.g. hiding books, threatening gestures
- Indirect indirect bullying is when stories or rumours about a person are spread around and may include excluding others from the group. Indirect bullying does not physically hurt the person, but it can be very hurtful emotionally for the victim.
- Physical pushing, kicking, hitting, punching or any use of violence.
- Racist a racial incident is any incident which is perceived to be racist by the victim or any other person. Racial taunts, graffiti, gestures (as detailed in our Race Equality Policy)
- Sexual unwanted physical contact or sexually abusive comments including sexual preference.
- Religion and/or Culture as mentioned in our school ethos St Patrick’s ‘recognises and values diversity’ we are a school in which ‘all have a sense of belonging.’ Any student who feels that they are being excluded as a direct result of their religion and/or culture should report the abuse.
- Verbal name-calling, sarcasm, spreading rumours, teasing.

- Cyber all areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls Misuse of associated technology, i.e. camera and video facilities

Pupils

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. PUPILS ARE ACTIVELY ENCOURAGED TO REPORT BULLYING AT ST PATRICK'S. The College will ensure that all teaching and ancillary staff are alert to the signs of bullying and will act **promptly** and **firmly** against it in accordance with school policy.

Staff

Any member of staff that feels they are being bullied should report the incident immediately to their Line Manager.

Parents

Parents who are bullied by a pupil/staff member at St Patrick's should firstly report the incident to the Head Teacher, then to governors.

Pupils and Parents can Report Incidents of Bullying by:

- Speaking directly to someone you trust (form tutor, pastoral mentor, learning manager, teacher, parent, Anti-Bullying Ambassador (ABA) Worry box)
- Via the SHARP (***School Help Advice Reporting Page System***) tool, found on the school's website located under 'Students' Section. Any messages left on the SHARP page are automatically directed to Mrs. Michelle Booth (Director of Pastoral Care & Guidance).

Implementation

Schools

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Learning Managers or the Head of Year. The Learning Managers or the Head of Year will interview all concerned and will record the incident on class charts / CPOMS.
- Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers and an email will be sent to staff advising of the issues.

- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation will all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a form tutor, member of staff of their choice or an Anti-Bullying Ambassador.
- Being offered reassurance.
- Offering continuous support via the Anti- Bullying Ambassadors.
- Restoring self-esteem and confidence.
- Be offered the support of a peer mentor.

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Informing parents or guardians to help change the attitude of the pupil.

Any pupil found to be involved in bullying other pupils within the college will be given the opportunity to resolve the problem in a loving but firm manner. Effective approaches involve understanding the harm caused. If this approach fails, students could face any of the following sanctions:

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion / Major fixed-term exclusion
- Permanent exclusion
- Students and their parents/carers are required to agree to and sign 'Internet Usage Policy' upon the student's admission to the College. It clearly informs all parties, that any evidence of Cyber Bullying will be retained by the College. This information may lead to a temporary or permanent removal of internet access in school
- All incidents will be logged on CPOMS so bullying incidents can be monitored. Racial bullying must be reported to the local authority on a Racial Incident Monitoring Form on a regular basis submitted by Mrs M Booth.

Preventative Measures

Effective anti-bullying strategies will help students realise their academic potential and will contribute to the creation of a happy, healthy and safe school. A bullying culture can have a negative effect on student's learning and emotional well-being, as well as the reputation of the school.

Completion of Anonymous Pupil Surveys:

Pupil surveys to be taken at the beginning and end of each academic year and the results compared and published. Should further interventions be required from this analysis, these to be implemented as soon as is possible.

Monitor:

Once an allegation has been logged the school will address the concern as detailed in implementation section of this policy. We will then monitor the situation over a period a time. From this data we will be able to identify any patters that show particular groups being singled out.

Anti-Bullying Ambassadors:

We believe pupils should play a part via the Anti-Bullying Ambassadors, via consultations on how effective the school's approach is, and via anonymous pupil surveys. This type of Peer Mentor Scheme encourages students to be supportive of one another and reinforces the work already being done to provide the students with a supportive learning environment.

Pupil Ownership:

Pupil 'ownership' is one of the biggest single factors that makes a difference. Anti-Bullying work is done throughout the year to bring awareness of the topic.

Strategies to prevent bullying

In order to prevent incidents of bullying, the college will raise awareness of the nature of bullying through the curriculum, by including it in PSHE, form time, assemblies and other subject areas, as appropriate in an attempt to eradicate such behaviour. Pupils can also use the bullying email address to report incidences of bullying remotely. Pupils can use SHARP online to report incidences of cyber bullying and gain help and advice if required.

This policy will be monitored and evaluated annually to assess its' effectiveness. This policy has been communicated to all staff and will be promoted by all staff. As a further indication of the importance that the college places on the eradication of bullying, the college has chosen to work towards the Anti-Bullying Award.

Written by A. Fisk

Date reviewed: May 2016

Headteacher:



Date: May 2016