



St. Catherine's Catholic School

Anti-bullying Policy

Policy agreed by	Governing Body
Policy reviewed by	Doreen Cunningham
Last Review Date	September 2018
Review Cycle	Every two years
Next Review date	September 2020

St Catherine's Catholic School Anti-Bullying Policy – no place to hide



ST CATHERINE'S CATHOLIC SCHOOL MISSION STATEMENT

Life Faith Love Strength Unity Joy Togetherness Belief Success

ST CATHERINE'S
CATHOLIC
SCHOOL
aims to:

Be a vibrant, inclusive, Catholic community where there is mutual love, service and respect.

Offer opportunities to everyone on their unique journey to nurture their strengths and potential.

Encourage everyone to positively serve our society and the world by living our Gospel values.

Celebrate and empower women of the future.



1. Purpose

The purpose of this policy is to outline a whole school approach to the recognition of bullying behaviour, the eradication of bullying and the management of incidents when they occur.

1.1 We want St Catherine's Catholic School to be a happy caring and safe learning environment where our pupils can attain and achieve. Our Anti-Bullying Policy clarifies for students, staff and parents/carers that bullying in all its forms is always unacceptable. There is no place for it in the Catholic ethos of our school.

1.2 We wish to establish an environment where independence is celebrated and individuals can flourish without fear. Every student has the right to be safe, happy and secure in school and to be protected when they feel vulnerable.

1.3 Our Anti-Bullying Policy links with other school policies to ensure that St. Catherine's is an all-inclusive school, and that all members of the community are treated with respect and dignity and that there is equality for all.

1.4 The policy will outline strategies and intervention systems to support the student who has experienced bullying. It will also outline the methods by which the student(s) responsible for the bullying will make restoration and ensure that they learn from the experience.

2. Definition of Bullying

Bullying is behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual or group either physically, emotionally or mentally. Our students have specifically identified it as excluding, harassing or intimidating, and belittling, taunting or mocking.

Bullying can take many forms, it can be:

- a. Emotional/mental being unfriendly, excluding, tormenting, mocking (e.g. hiding books, making threatening gestures). This includes exclusion of anyone new to the school or group or exclusion of a student because of the action/behaviour of their parent
- b. Physical pushing, kicking, hitting, punching or any use of violence
- c. Verbal name-calling, sarcasm, spreading rumours, teasing, taunting
- d. Racist racial taunts, graffiti, gestures, comments
- e. Cyber making malicious phone calls, sending malicious or threatening letters, e-mails, text messages or images and e-mailing photographs using mobile phones or online in particular on social media sites
- f. Disablist young people with a disability can be bullied everywhere they go, including at school. They are more likely to be bullied by other students because they are seen as 'different' and as 'easy targets' by bullies. Bullying also happens amongst disabled children
- g. Body Image bullying because of body size and shape
- h. Geographic young people can be bullied because of where they live

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|----------------------|---|
| i. Homophobic | teasing people for being gay or for being perceived as gay, calling them anti-gay names, even in jest, spreading rumours about people's sexual orientation for the purpose of making fun of them, hitting, intimidation, and isolating people who are believed to be gay. |
| j. Transphobic | Bullying of people whose gender or gender identity is seen as being different to typical gender norms. There can be an additional element of inappropriate or coercive sexual behaviours |
| k. Sexual and Sexist | unwanted physical (sexual) contact or sexually abusive comments |
| l. Faith based | bullying because of religious faith |

Reporting and Recording incidents of bullying.

2.1 Our school has systems in place to enable students and parents to report bullying incidents. These include:

- Students can tell any member of staff
- Drop-in is available with the Chaplain, the Assistant Head Teacher with responsibility for Inclusion or the Manager of the Progress Centre
- Parents can contact a member of staff
- Anti-bullying Peer Mentors are assigned to all classes in Key Stage 3 and have playground duties
- There is an anti-bullying email address for reporting
- Written statements are taken from both the perpetrator and the victim
- Staff record incidents of bullying onto SIMS behaviour log data base which tracks resolution of incidents and discovery of trends in behaviour patterns. This will also allow the effectiveness of strategies to be monitored and evaluated
- Racial incidents are recorded as such on the behavior log.

When parents contact the school about a bullying incident

- Those receiving phone messages or visitors are trained in the systems and procedures and are clear about what steps to take.
- At the point of contact the issue is dealt with sensitively with the emotional needs of the parent considered.
- There is confidence that the concern will be taken seriously and acted upon promptly, within agreed time scale and feedback given.
- There is a clear route for further action if required.

3. Responding to bullying incidents

There are five steps for staff to follow in the response to incident management

- 1. Be available** Break the code of secrecy. Make it known that you are ready to listen. Provide immediate support. Make it clear to the victim that they have done the right thing reporting the incident. Pass on to the appropriate person if you are not able to resolve it yourself.

2. **Investigate** Every incident must be investigated as soon as possible. Interview all parties individually at first to avoid intimidation and to produce an accurate report.
3. **Record** Record every incident in a manner which reinforces the organisation's anti-bullying policy. All parties should be encouraged to record the incident in writing and on the behaviour log.
4. **Respond** Have a pre-agreed procedure for responding. The style should be 'matter of fact' and relate to the severity of the incident. The response should be in keeping with the Anti-bullying policy. Staff should use Restorative Justice wherever it is appropriate
5. **Follow up** Show that Anti-bullying is taken seriously; inform all parties as appropriate and also check that there has been no recurrence, by following up the resolution.

4. **Strategies for preventing bullying**

1. The school takes advice and welcomes training from a range of services across both the statutory and voluntary sectors.
2. Raising awareness through support of anti-Bullying week , assemblies, film making activities.
3. Regular staff training to raise awareness for staff regarding bullying behaviour and appropriate management strategies is an element of the SDP and CPD. Staff are also reminded that they should never promise a student confidentiality in line with the Safeguarding Policy
4. Small group or individual work across different settings to address specific issues and develop specific skills e.g. assertiveness training, anger management, resilience skills and conflict resolution
5. Peer support networks, including peer mentoring and Mental Health Champions.
6. Drama opportunities using external groups and the opportunity for students to explore issues and work co-operatively through role play
7. Citizenship activities in both key stages focusing on the development of an anti-bullying mentality.

5. **Monitoring and Review**

The policy will be reviewed every 2 years and will involve consultation with students, parents/carers and staff.