



Saint GREGORY'S
Bath

Anti-Bullying Policy

In Christ we flourish

January 2018

Rationale

'We believe that every child is made in the image of God and should be valued as a unique and gifted creation with a divine origin and an eternal destiny. As a Catholic school, our aim is to promote the dignity and wellbeing of every child and ensure that they flourish in the course of their journey with us in a safe, happy and enriching environment. We aim to provide our students with the personalised 'deep learning' which will help them to gain the skills, knowledge, and understanding of self, others and the world which they will need for a fulfilled and happy adult life. Above all, our aim is to instil in our children Christian values and a love of God and his Son Jesus Christ so that they will become principled citizens and witnesses to the Gospel, who will contribute to the common good of society'.

We asked our students how they would like to express our mission. These are some of the things they said:

'Respect and equality are the foundations of our school'.

'Bullying has no place here'.

(taken from our Mission Statement)

Definition

Bullying by an adult or child is deliberately treating someone without respect, making them feel unsafe or uncomfortable. It can be physical, verbal, emotional or racist. The exercise of inappropriate use of power of one individual over the other.

Bullying can be:

Emotional -	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, taking friends away)
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 focussing on the issue of sexuality
Verbal -	name-calling, sarcasm, spreading rumours, teasing
Cyber -	All areas of internet, such as email and internet chat room misuse

Cyber Bullying

This is an increasing area of concern nationally as students spend increasing amounts of time communicating through computers and mobile phones.

Cyber bullying is when one person or a group of people aim to threaten, tease or embarrass someone else by using a mobile phone, the internet or other technologies. Cyber bullying takes place through:

- sending emails that can be threatening or upsetting
- sending abusive electronic messages in any form, including but not limited to: instant messenger, chatrooms, facebook and twitter directly to them or to other people
- using social networking sites (e.g. Facebook) to set up false profiles of people to humiliate and abuse
- sending humiliating and/or abusive text or video messages, as well as photo messages and phone calls

- sharing photos and/or videos of a person without their informed consent and using those images to humiliate or abuse that person. This includes the taking of photos in school and sharing them in an unpleasant way.

Aims

- To create a climate where bullying is not accepted;
- To help prevent bullying from starting;
- To ensure that staff respond consistently and appropriately to bullying;
- To empower victims of bullying to seek help;
- To involve everyone, students, staff, parents and governors, in acting against bullying whenever and wherever it occurs.
- To help those involved in bullying to change their behaviour.

Implementation

The policy is implemented by the following strategies:

a. Creating the climate

All members of the school community are encouraged to:

- have positive self-regard
- look after each other
- be open about bullying
- turn to someone with their concerns and fears

Everybody is made aware of the school's anti-bullying stance and the strategies to deal with bullying:

- Year 6 pupils by primary liaison programme
- students through assemblies, code of conduct and tutorial programme
- parents through newsletter and prospectus
- staff and governors through handbook and training
- information sheets in all tutor rooms of who to contact
- PSHE sessions during tutor time and guest speakers

The school recognises that youngsters model their behaviour on older students and adults - teachers and parents in particular.

All staff should:

- set an example of the behaviour we seek to promote
- work together through referral and support
- strive to achieve consistency in response to behaviour
- Deliver a clear message through PSHE of the harmful effects of bullying

b. Taking preventative action

Staff duties are organised to ensure that an adult is always close at hand to respond appropriately to bullying.

Vulnerable students have access to designated areas, including quiet rooms and supervised rooms at lunch time.

Students whose behaviour threatens the safe climate may have their freedom of circulation restricted.

Students who bully will receive restorative sessions to help them not bully again.

Students are made aware of the implications of bullying (especially cyber bullying) through age specific assemblies and PSHE.

c. Responding appropriately

Students and parents are encouraged to tell staff of any concerns about bullying. An email address has also been set up to help students who may not wish to approach a member of staff about it.

- All governors, teaching and non-teaching staff, students and parents/carers should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it if bullying is reported.
- Staff should document actions and make referrals given in line with the Behaviour for Excellence Policy.
- Victims are supported and helped to feel safe.
- Bullies are required to take responsibility for reparation and assurance that there will be no repetition.
- Parents are kept informed or involved, as appropriate.
- Ongoing support is offered, to both victim and bully, to prevent recurrence.
- Strive for reconciliation where possible between the two parties
- The school is prepared to take very serious action with students involved in repeated and persistent bullying or in cases of gross and extreme bullying

d. Cyber Bullying

A Parents' Guide is issued to all new parents which outlines detailed ways of dealing with cyber bullying. Key points:

- Report abuse to the providers of the service.
- Print out and/or keep any abusive messages or images.
- Involve the police if it is persistent and inform the school.
- The school will always act if any students are involved in any form of bullying in school.
- If bullying takes place outside of school then it is the parents' responsibility to act in the first instance and if necessary involve the appropriate authorities.
- The School will offer support and advice and take any reasonable action to ensure such incidents are not repeated and that it does not affect either party's education.
- Students are strongly encouraged to make all social networking accounts private.

e. Developing Anti-bullying Strategies

- Assertiveness training is offered through the PSHE programme to empower victims and help bullies change their behaviour
- Peer Counsellors are available for advice and support.

f. Monitoring and Evaluation

This policy will be reviewed annually by the Director of Pastoral Care, Assistant Headteacher Pastoral and Heads of Year. The Child Protection Officer will take reports on the impact of the policy to the Head teacher and the Governors twice a year.

Parents

If you think your child is being bullied in school, do not hesitate to contact school immediately and speak to your child's tutor even if your child tells you not to, we can only help if we know. Watch for signs of bullying which could include:

- Excessive use of technology/phone/social media
- Unexplained physical injuries/abuse of personal belongings
- Reluctance to attend school
- Changes in mood (child becoming withdrawn)

An investigation will then commence. The investigation will involve talking to the alleged victim as well as the student(s) involved in the alleged bullying. Witnesses will always be sought so we can gather a full picture of what has been happening. We will keep parents informed on what actions we are taking and what outcomes have been brought about.

Procedures

- 1) Report bullying incidents to staff (student involved/other student/staff member/parent)
- 2) In cases of serious bullying, Head of Year will log serious incidents on the centrally held bullying log to include the names of the bully(ies)/victim(s) date and action taken. Racial incidents will be recorded on centrally held racism log.
- 3) In serious cases parents 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) An attempt will be made to help the bully change their behaviour

Outcomes

Disciplinary steps will be taken to prevent further occurrences. The bully(bullies) may be asked to genuinely apologise and other consequences may take place.

- 1) Parents/carers may be informed
- 2) The bully (bullies) may be supervised/isolated at lunch and break time for a period of time if the first warning goes unheeded
- 3) Involvement of outside agencies may be used where appropriate for both parties
- 4) In serious cases, suspension or even exclusion will be considered
- 5) If possible, the students will be reconciled

- 6) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Student Input

Students can voice their own views on the school's Anti-Bullying policy through both the Senate and their Tutor Representatives.

This policy should be read in conjunction with:

- *Behaviour for Excellence Policy*
- *Child Protection Policy*
- *Personal, Social and Health Education Policy*
- *Promoting Race Equality Policy*
- *Racial Abuse and Harassment Policy*
- *Special Needs Policy*
- *Equalities Policy*
- *Disability Policy*
- *Safeguarding Policy*
- *Mission Statement*
- *Parents' Guide to Bullying*
- *Pupils' Guide to Bullying*
- *E-Safety Policy*
- *Gender Policy*