



Stand together against bullying



Statement of Intent

This policy has been reviewed with due regard to the governing body's statutory requirements under the Equality Act 2010.

Our mission as a school is centered on our belief in Christ.

The aim is to create a secure, caring, Christian and happy environment for every pupil. It is a basic entitlement of all children that they receive their education free from humiliation, oppression and abuse.

“BULLYING IN ALL ITS FORMS IS UNACCEPTABLE AT ST MARY’S CATHOLIC HIGH SCHOOL”

At St Mary's Catholic High School we aim to provide a school environment where bullying is not tolerated and students feel safe to tell someone (another child or adult) if they are being bullied. Through the academic and welfare curriculum we aim to promote an anti-bullying message and have a zero tolerance approach by respecting other people's views, caring for each other and supporting one another. As a school we support national Anti-Bullying weeks and days.

Definition of bullying

Bullying is when someone causes harassment, alarm or distress to another person/s on many occasions.

It can take many forms including:

- **Physical** bullying which can include kicking, hitting, pushing and taking away belongings.
- **Verbal** bullying which includes name calling, mocking and making offensive comments.
- **Emotional** bullying which includes isolating an individual or spreading rumours about them.

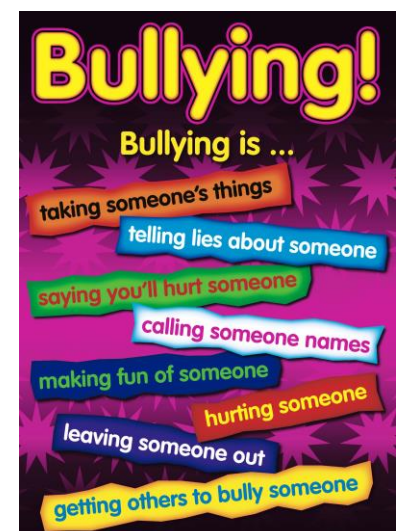
- **Online-bullying** where technology is used to hurt an individual – for instance text messaging or posing messages / images on the internet or any form of social media.
- **Racist** bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- **Sexist** bullying occurs when bullying is motivated by a prejudice against someone because of their gender.
- **Homophobic / Biphobic** bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- **Transphobic** bullying occurs when bullying is motivated by a prejudice against people who are transgender.
- **Disability** bullying occurs when bullying is motivated by a prejudice against people with any form of disability.

Here at St Mary's

With the advance in new technologies, school is aware there is an increased risk of online bullying using e-mails, instant messenger, social networking sites and public websites inappropriately. St Mary's Catholic High School has an ICT user's policy which all students, staff and parents sign, along with a separate E-Safety policy. Single incidents of verbal or physical attack and behaviour which is hurtful but claimed to be unintentional, will also be taken seriously and dealt with accordingly to the school's behaviour policy. Although bullying does occasionally take place at St Mary's Catholic High School we are fortunate that it is not on a major scale. This is evidenced in our online tracking of data and student questionnaire results. Our success rate is high and that is a credit to the work of the Pastoral Team and indeed all staff as Form Tutors, Subject Teachers and the Nurture Team. It is important that all staff agree with the above principles and follow the correct procedures.

Warning signs that a pupil is being bullied

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell. Wanting to visit the pastoral team regularly
- Reluctance to come to school
- Clothes/bag torn or damaged
- Money/possessions going missing
- Unexplained cuts and bruises
- Unexplained behaviour changes, e.g. moody, bad tempered, tearful
- Unhappiness
- Loss of appetite. Not sleeping. Loss of weight
- Seen alone a lot
- Not very talkative



Some reasons why people bully

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home
- Learned behaviour (they too have been bullied)

Who do I talk to if I am concerned about bullying?

- Form Tutor
- Pastoral Leader
- Pastoral Assistant
- Family Support Worker
- Teaching Assistants
- School Nurse
- Pupil Engagement Co-Ordinator
- Anti-bullying Ambassadors
- Assistant Headteacher
- Deputy Headteacher
- Headteacher
- Or any teacher / support staff you feel comfortable talking to.
- Dedicated anti bullying report form on the school's website/app.

I am a parent; who do I contact if I am concerned about bullying?

- Form Tutor
- Pastoral Leader
- Pastoral Assistant
- Family Support Worker
- School Nurse
- Pupil Engagement Co-Ordinator
- Assistant Headteachers
- Deputy Headteacher
- Check the dedicated anti- bullying advice on the school's website

St Mary's Catholic High School has also produced anti-bullying advice for parents. This information can be downloaded from the school website.

IF NECESSARY CALL SCHOOL THE SAME DAY AND REPORT YOUR CONCERN 01772 421909

Anti-bullying strategies

All strategies used are recorded and reviewed by the Year Team and Pupil Engagement Coordinator

- Regular promotion of anti-bullying in assemblies/TV screens around school
- Where present use of CCTV to help with the prevention of bullying
- Duty roster for staff: key areas are patrolled before school, break lunchtime & after school.
- Pupil Think Tank Meetings
- Anti-bullying Ambassadors
- “Tell me all about you” sheets used with pastoral staff
- Online reporting form - on the school website/app
- Questionnaires to research student views on how safe they feel in school
- Self-esteem and reflection time work in the school’s inclusion facilities
- Anti-bullying training for the Pastoral Leaders and Assistants



- PSCHEE work on anti-bullying
- A clear transition process to St Mary’s Catholic High School which promotes anti-bullying
- One to one support from mentors / counsellors
- Strong teacher-student relationships so students feel comfortable in reporting any issues
- Information talks from the School Police Liaison Officer
- CEOP training for staff (Child exploitation online protection)
- Information advice for students and parents about E-Safety available on website

Anti-bullying procedures

All staff are clear and consistent in handling a bullying situation. Any victim of bullying must be confident in the adult with whom they confide and be reassured that appropriate action will not result in further problems both inside and outside school. All cases of bullying are individual both in nature and seriousness; however the following guidelines indicate the procedures staff take when dealing with a reported case of bullying. These guidelines are in line with the school’s behaviour policy.

- Listen and talk to the student about the bullying to assess the seriousness of the allegations and to try to come to some agreed way forward with them.
- Try to talk through with them their fears of retaliation from the bullies and weigh up the balance between these fears and the alternative of the bullying being continued if nothing is done.
- Respond to all online bullying report and track the data
- Anti-bullying ambassadors to check with the pupils whom have reported an incident that they are happy with the outcome
- Try to reassure them that we have a good success rate and that the bullying will probably stop.
- See the offender and listen to what they have to say about what has gone on.

Once an instance of bullying has been substantiated, the aim will always be to resolve the problem quickly and effectively. If the bully accepts the injustice of their actions, a verbal warning is given and an explanation of why their behaviour is unacceptable. The warning is recorded on Class Charts on the students' record.

For more serious cases, again interview both parties to hear both sides of the situation and when you are satisfied that there is a need for some discipline one or more of the following sanctions may be invoked:

- PGU at break / lunchtime.
- Mediation meetings.
- Restorative meetings.
- Withdrawal from lesson.
- Internal exclusion
- Fixed term exclusion.
- Involvement of external agencies/Police.
- Staff record all bullying concerns and actions taken under identified names on CPOMS.

All action taken is recorded on Class Charts. All more serious cases of bullying will be dealt with by a member of the Pastoral Team in conjunction with the Assistant Headteacher - Pastoral. All bullying incidents are recorded on the whole school behaviour system; this system is regularly monitored and incidents analysed by the Pupil Engagement Co-Ordinator along with the Assistant Headteacher - Pastoral. The Pastoral Team carry out regular checks with all parties involved in an incident of bullying to check no further intervention is needed. Anti-Bullying Inclusion work by the Pastoral Team, Anti-Bullying Ambassadors and Family Support Worker will form part of any plan of action for all parties involved.