



Anti-Bullying Policy



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ANTI-BULLYING POLICY

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. 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 students be able to fully benefit from the opportunities available at schools. The policy is essential in the context of our Mission Statement in response to parental concerns, in response to students' own needs and in response to the high profile the issue is given in the media.

To help enhance our positive attitude at Saint Paul's we expect all students, parents and staff will:

- Treat each other with respect
- Recognise the true value and individuality of each person
- Acknowledge that as a school community we all have rights and responsibilities
- Move forward with reconciliation through restorative approach and mediation

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can take different forms:

- **Verbal bullying** (name calling, sarcasm, taunting, teasing, spreading rumours etc.)
- **Psychological /Emotional bullying** (excluding, tormenting, hiding things, making gestures etc.)
- **Physical bullying** (pushing, kicking, hitting, spitting or any other use of physical violence or unwanted physical contact)
- **Cyber bullying** (Email and internet chat room misuse, mobile threats by text or calls, misuse of associated technology, i.e. camera/video facilities etc.)

Sometimes bullying happens for no reason at all, but it can often fall into specific 'types' of bullying:

- **Bullying on the grounds of body image/size/obesity**

- **Faith based bullying**
- **Racist bullying**
- **Homophobic bullying**
- **Bullying related to SEN or disability**
- **Sexist/gender bullying**
- **Ageist bullying**

In our school, all forms and types of bullying are treated the same. They are unacceptable and will not be tolerated.

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

Implementation

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 on our behaviour management system (SIMS).
- A sanction will then be issued by the Senior member of staff/ Progress Leader/ Form Tutor
- Form tutors will be kept informed and if it persists the form tutor will advise the appropriate subject teachers
- Parents will be kept informed by a member of staff
- Punitive measures will be used as appropriate and all parties concerned will be kept informed.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff
- Reassuring the student
- Offering continuous support
- Restoring self-esteem and confidence.
- Restorative Justice Approach

Students who have bullied will be helped by:

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

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Detention
- Isolation including break and lunch time
- Fixed-term exclusion
- Permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Support to the parents/guardians

- Parents/Guardians should be advised on local policy and practice about bullying.
- Any incident of bullying will be discussed with the child's parents/guardians.

- Parental/Guardian advice on action will be sought and agreements made as to what action should be taken.
- Information and advice on coping with bullying will be given.
- Support should be offered to the Parents/Guardians including information on other agencies or support lines.

Useful Contacts

- NSPCC Helpline 0808 800 5000
- Childline 0800 11 11 / www.childline.org.uk
- Kidscape www.kidscape.org.uk
- Anti-Bullying Alliance www.antibullyingalliance.org

Monitoring, evaluation and review

The school will review this policy and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Agreed by _____

Review Date _____