

ST GABRIEL'S ANTI- BULLYING POLICY

The staff of St Gabriel's R. C. High School are committed to providing a supportive, caring and safe environment for all pupils and colleagues to enable them to live out the school's mission statement. Bullying is unacceptable and will not be tolerated at any time or in any situation.

We are a **TELLING** school. This means that anyone who knows that bullying is taking place is expected to tell the staff.

Bullying behaviour is deliberate and repeated aggression, verbal, psychological or physical, conducted by an individual or group against any person.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time.

Bullying results in pain and distress to the victim.

Five main types of bullying are:

- Physical (hitting, kicking, theft) extortion (demands for money, possessions or equipment, or forcing a student to steal)
- Verbal (name calling, sarcasm, spreading rumours, racist, sexual nature and homophobic remarks)
- Emotional (being unfriendly, tormenting, threatening gestures, excluding someone from social groups)
- Sexual (unwanted physical contact or sexually abusive comments)
- Cyber (all areas of internet, such as e mail and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities)

Isolated or one-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with the school's behaviour policy.

However, in the context of this policy, placing a once-off offensive or hurtful public message, image or statement on a social network site or other public forum where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying behaviour and reported to the Police or MASH team for advice.

It is not bullying when:

- Students of about the same age and strength have the occasional quarrel or conflict.
- A member of staff offers constructive or fair criticism of a student's behaviour or work performance.

All members of the school community, including external facilitators, are subject to this code, particularly the following relationships:

- Student to Student.
- Student to any Staff member.
- Staff member to Student.
- Parent to Staff member.
- Staff member to Parent.
- Staff member to Staff member.

The school's procedures for investigation, follow-up and recording of bullying behaviour and the established intervention strategies used by the school for dealing with cases of bullying behaviour are as follows:

Reporting procedures for Students:

Who to tell?

- Parents
- Any staff member with whom the student feels comfortable
- Peer Mentors
- Pupil Chaplains
- Friends who will speak on your behalf
- Caritas Counsellor
- Form Teacher
- Head of Year
- Assistant Head
- Deputy Head
- Head Teacher

It is important to note that records of all incidents of bullying and action taken to resolve them will be kept.

Noting and Recording

All incidents of alleged bullying will be recorded and given to relevant Head of Year.

The relevant Head of Year will then decide on what action is to be taken.

The Head and Deputy Heads are responsible for maintaining files for security and confidentiality. Comments made should be factual, non-judgmental and objective.

Procedures for Dealing with Reported Incidents:

Procedures for Teachers

If a student informs you of an incident of bullying affecting either themselves or a friend, follow these steps:

- Listen; encourage the student to tell their story as this is a very important first step.
- Take notes; record all the details such as date, time, location, names of those involved, witnesses etc. student's own words must be recorded.
- Reassure; tell the student that help is available, action will be taken to investigate, it is not their fault and that they will not have to face this on their own.
- Satisfy yourself that no student is in immediate danger.
- Confidentiality is respected and the student's privacy is protected, but a teacher must not give guarantees not to tell anyone.
- Inform the Head of Year without delay. Complete recording of bullying behaviour as per normal procedure.
- All serious incidents of bullying (e.g. an assault or long term exclusion) must be reported to the SLT straight away and the appropriate LA paperwork to be completed.

Follow-up steps to be taken

- The students involved will be monitored on a regular basis by informal discussions.
- Counselling may be offered to all concerned.
- If necessary the parents will be invited to a meeting with management.
- If bullying persists the Governors Panel will be called.

Procedures for Students

Pupils are expected to report bullying incidents immediately to an adult.

Where serious bullying is suspected details will be recorded by teachers and other adults

Bullying behaviour or threats of bullying will be investigated robustly and action will be taken to cease the bullying.

When serious bullying has been identified parents will be informed and invited into school to meet with appropriate school staff to discuss the issues.

If it is thought appropriate and necessary the police will be consulted.

Pupils identified as bullies will be offered help and support to change their behaviour.

Victims will be reassured that action has been taken to cease the bullying.

The bully or bullies will be subject to established disciplinary measures as deemed appropriate by the head teacher or by senior staff designated by him.

The bully or bullies will be given the opportunity to make a genuine apology to their victim(s).

Reconciliation procedures will be attempted between parties, where and when it is deemed to be appropriate.

When all issues surrounding a bullying incident have been resolved, ongoing monitoring will take place to ensure that subsequent repeated bullying does not re-occur.

Awareness of bullying is continually highlighted through posters displayed in classrooms and around school, through Year assemblies, during form activity, in lessons across the curriculum wherever and whenever appropriate and everyday in the way that all members of the school community are encouraged to interrelate with one another. The expectations of each pupil are outlined in their school diary and a copy of the school's bullying policy is enclosed with the prospectus offered to parents of Year 6 pupils on Intake Evening.

The procedures for identifying, reporting and resolving bullying issues are outlined diagrammatically and are displayed in the staff room and within departmental documentation given to staff. New staff, supply staff and student teachers are informed of school procedures and the expectations upon them as guardians of pupils, when they first arrive.

Link to Related School Policies

School policies need to be consistent with one another, within the framework of the overall School Plan. Relevant school policies already in place, being developed or reviewed should be examined by reference to the Anti-Bullying Policy and any implications which it has for them should be addressed.

The following policies may be among those considered:

Code of Conduct

Behaviour Policy

Child Protection

Internet Safety: Acceptable Use Policy

Health and Safety

Critical Incident Policy

PHSE Policy

Attendance Policy

Admissions Policy

Induction for new staff and students

Pastoral Care Policy

All governors, teaching and non teaching staff, pupils and parents are expected to understand what is defined by bullying.

All governors, teaching and non teaching staff, pupils and parents are expected to know the school policy on bullying and to follow it when bullying has been identified.

All pupils and parents know what the school policy is on bullying and what they should do if bullying arises.

All parents and pupils can be certain that incidents of bullying are taken very seriously and will always be dealt with.

Bullying at St. Gabriel's will not be tolerated.



- Every pupil will be provided with a supportive, caring and safe environment
- Bullying is unacceptable and will not be tolerated at any time or in any situation
- Bullying is deliberate hurtful behaviour, repeated over a period of time
- Bullying results in pain and distress to the victim

We are a TELLING SCHOOL

Pupils are expected to tell an adult about a bullying incident immediately



Procedures to combat bullying

