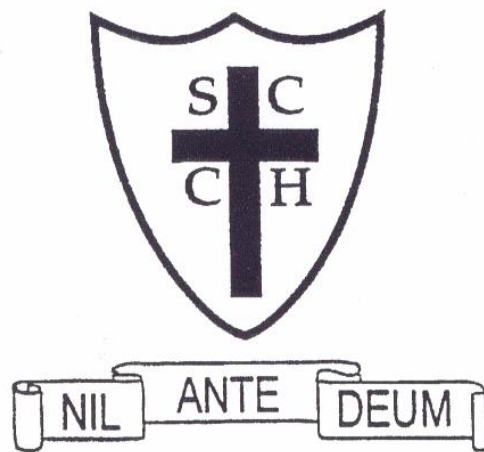


ST CATHERINE'S CATHOLIC HIGH SCHOOL



ANTI-BULLYING POLICY

Introduction

All students should learn and be taught throughout their school lives how to act in a Christian manner, as reflected in the school's Mission Statement and Basic Rules. It is a privilege to be a student at St Catherine's Catholic High School, and involves a high level of responsibility, and a sense of caring for others. Therefore any form of bullying will not be tolerated or accepted, as we believe for all students, that:

- School should be a place where all feel happy, safe, confident and respected.
- They have the right to learn and to be proud of their achievements without being teased, harassed or bullied.
- Everyone is different and has the right to have those differences respected.
- Some may need extra help, kindness and understanding at times, and members of a Christian community should provide the support.
- Bullying damages everyone including those who tolerate it and those who witness violence, intimidation and distress of the victim.
- It also damages those who carry out the bullying by making them less sensitive and caring.

Aims:

- To enable the Governors to accept responsibility in ensuring that bullying is prevented and treated seriously.
- To clarify for students and staff that bullying is always unacceptable.
- To encourage an environment where independence and achievements are celebrated, and individuals can flourish without fear.
- To help create an atmosphere that does not tolerate the oppression of one person by another.
- To give students the right to be safe and happy in school, and to be protected when feeling vulnerable.
- To give staff (teaching and non-teaching), parents and students positive advice and guidance.

Definition of Bullying

Bullying is wilful repeated behaviour, with a conscious desire to make other people feel uncomfortable, frightened or threatened.

There are different sorts of bullying, but the three main types are:

- Physical - hitting, kicking, taking or hiding belongings (including money).
- Verbal - name-calling, teasing, insulting, writing unkind notes.
- Emotional - being unfriendly, excluding, tormenting, spreading rumors, looks.

All students react differently so it is not always possible to tell if someone is hurt or upset.

Possible Signs

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or clinging to adults. They may show changes in their work patterns, may lack concentration or even truant from school.

Encouragement to Tell

It is important to create an atmosphere in school where students who are being bullied, or others who know about it, feel they will be listened to and believed, and that action taken will be swift but also sensitive to their concerns.

Not telling protects the bully or bullies, and gives the message that they can continue, perhaps bullying others too.

To Students

If you are being bullied or you know that someone else is, then please:

- Tell a teacher, Form Tutor, Year Head, a member of the counselling team or one of the buddies - GET HELP.
- Write a letter and put this in the suggestion box.
- Talk to your parents. Never suffer in silence.
- Talk to your friends.
- Try and be assertive and remember your rights.
- Not telling means that you will continue to suffer and the bully will carry on, probably with others too. We all have a responsibility to make sure that bullying is not allowed to continue in our school.

Procedures

INCIDENT 1: Victim and Bully

- Resolve incident by talking through.
- Inform Form Tutor ---> Records.
- Form Tutor informs HOY.

INCIDENT 2: Victim and Bully

- Form Tutor(s) ---> counsels/monitors/notifies parents and records.

FURTHER INCIDENTS

Victim and Bully

- Form Tutor/HOY--> Records and applies Student Behaviour. School Processes procedure:

Victim

Counsel
Parents involved

Mentoring Team involved] refer to Outside Agencies involved] page 5

Monitor

Liaise with SMT

Bully

Counsel
Parents involved
Lunch/Evening Detention
Yellow Report

Mentoring Team involved] refer to Outside Agencies involved] page 5

Monitor

Liaise with SMT

Blue Card
Social Inclusion Unit
Exclusion
Police Legal Action

To Staff (teaching and non-teaching)

All staff need to be particularly vigilant at breaks and travelling times, around corridors between lessons, and in the playground area and toilets. These are the times and places where victims are more vulnerable and bullying is not easily seen.

If you think that bullying is happening, or a student approaches you for help Then:

- Listen carefully.
- Offer the victim immediate support and help by putting the school's procedure into operation.
- Ensure that both the victim and the bully/bullies record the events in writing.
- Make the unacceptable nature of the behavior, and the consequences of any repetition, clear to the bully.

- Give all reports to the student's Form Tutor who will liaise with the Year Head also, and place these in the respective student's files.
- Form Tutors/HOY - notify the victim's parents and discuss how the situation may be improved at the second and further incidents stage.

Curriculum

Curriculum work will enhance this policy in two ways:

- Dealing with the topic of bullying to explore why it happens and giving alternative ways of behaving, and learning how to cope with difficulties.
- Using teaching methods, which encourage co-operative work and a variety of groupings so that children learn to extend their relationships beyond a small group of friends, beginning in Year 7.

To Parents

Please retain this policy document to refer to should the need arise.

- Watch for signs of distress in your child: an unwillingness to attend school, a pattern of headaches or stomach aches, missing equipment, requests for extra pocket money, damaged clothing or bruising.
- Take an active interest in your child's social life. Discuss friendships, how breaks are spent and the journey to and from school.
- If you think your child is being bullied inform the school immediately and ask for an interview with the Form Tutor or Head of Year, so that strategies can be devised to provide support in and outside of school. It is advisable not to remove your child from school.
- If the bullying persists keep a written record as this will provide supportive evidence regarding WHO, WHAT, WHERE and WHEN.
- Do not encourage your child to retaliate, as it will only make matters worse. Be positive and encourage your child to make friends. A child who has friends is less likely to be bullied.
- With an appointed member of staff, devise strategies that will help your child and provide him/her with support inside and outside school.
- If you are not helped by the staff, tell a Parent Governor or the Chair of Governors about your problem.
- If the problem occurs outside school contact the citizen's advice bureau or seek legal advice, and ask for a letter to be sent to the bully's parents, informing them of the legal consequences of a recurrence of such behaviour.

Further Information

Outside Agencies

EWO
Nurse
Chair of Governors

Mr D Thorpe
Mrs G Brayshaw
Mr T Miskell

Mentoring Team

Mr A Smith
Mr J Kennedy
Mr D Mayho
Miss S Blackledge
Miss P Luniw
Miss B Beech
Miss A Carroll
Mrs D Cumberworth
Mr M Sharman
Mr D Kenny

Mr J Jarzecki
Mr A Long
Mrs J Wood
Mr C Cawthorn
Mrs Y Sykes
Mr T Nunn
Mrs S Radcliffe
Miss H Whiteley
Mr P Brown

Student Mentoring Team

Buddies

Signed:

(Head)

Signed:

(Chair of Governors)

Date ratified by Governing Body:

Date to be reviewed: