

St Patrick's RC High School

A National Teaching School



Anti-Bullying Policy

Date Adopted by Full Governing Board: 11/05/2017

Delegated Committee: Pupil Welfare

Reviewed on: 01.05.2019

Reviewed by: Mr A Campbell

Next review: Summer 2019/2020

Signed: (Chair)

St Patrick's R.C. High School Anti Bullying Policy

Mission Statement

Our outstanding school community is guided by the gospel values of: love, forgiveness, reconciliation, justice, integrity, humility and truth. Faith and worship are lived, taught and celebrated. We recognise the importance of service to others and the opportunity to be witnesses to Christ in our community.

All are unique and strive for personal growth. We celebrate the pursuit of academic excellence, applaud ambition and value the achievements of all. Our pupils are expected to achieve their best and use their learning to make a difference in the world they live in.

School British Values Statement

St Patrick's teachers uphold public trust in the profession and maintain high standards of ethics and behaviour. Teachers do this by not undermining fundamental British values and ensuring that personal beliefs are not expressed in ways which exploit pupils' vulnerability or might lead them to break the law.

Rationale

In line with our Mission statement St Patrick's is committed to developing all pupils as whole people and encouraging them to reach their full potential.

As a school community we aim to live by Christ's Golden Rule 'To love one another'. This policy aims to prevent bullying within our community. We aim to challenge bullying effectively thereby improving the safety and happiness of our pupils. This policy will demonstrate to our pupils that the whole school cares about them and it will make clear to bullies that their behaviour is unacceptable.

The whole school policy contains four sections:

- Our School definition of Bullying
- Awareness Raising and Consultation
- Outcomes of the Consultation process
- Aims of the Policy
- Monitoring
- Evaluation

Our School definition of Bullying

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.' (DfE - 'Preventing and Tackling Bullying' (October 2014).

Bullying is when one person or a group of people repeatedly and deliberately hurt another person, either physically or emotionally. This can include by name calling or excluding a pupil

from activities, making fun of someone or teasing them, physically assaulting someone or online harassment. Bullying is also spreading nasty stories and making up malicious rumours.

Bullying can happen online via social media sites, text messaging and trolling. Cyber Bullying is usually attempt to upset someone by posting hurtful messages, posting rumours about a person, making threats or sexual remarks, disclosing a victims' personal information, or using pejorative labels about someone. This type of bullying is sometimes an attempt to provoke the victim into an emotional response.

Bullying is repeated over time and the person being bullied finds it hard to defend themselves.

Bullying can also be picking on someone/making hurtful comments about someone because of their appearance, gender, race, nationality, sexual orientation or religion

Raising awareness and Consultation

The following policy was written with support of the whole school community. Consultation was widespread and detailed and notice taken of all concerns raised by pupils, staff and parents.

- Whole school anti-bullying research completed via an online survey for all pupils, 180 responses gathered.
- Whole school anti-bullying research completed via an online survey for all parents published via MyEd and made available to all parents; 118 parent responses gathered completed.
- School council consultation and feedback gathered.
- Anti-bullying conference held on Friday 31st March 2017 attended by 30 pupils (all year groups) and Senior Pastoral staff.
- Peer mentoring training.

Outcomes of the Consultation process - March 2017.

- Anti-Bullying Week activities and Form time Activities
 - Anti-Bullying assemblies and Vertical tutor group tasks which discuss the impact of bullying and how pupils can challenge it.
- Launch 'Anti-bullying Ambassador's programme.
- Forty pupils appointed to lead school assemblies and promote anti-bullying in our school.
- Restorative Justice processes developed to support the bully and the victim to change behaviour.
- We will provide various areas around school for pupils who may be vulnerable to bullying.
 - Quiet Club.
 - Sports Club.
 - Pupil services.
 - Seated area outside of Pupil Services.
 - Anti-Bullying Ambassador's programme.
 - Librarian duties.
 - Liturgy group & prayer group.
 - Prefect training on challenging Bullying behaviours

- 40 pupil Bullying Ambassadors created across all Year groups.
- St Patrick's school community will stand up for and speak up for those suffering abuse
- St Patrick's school community will celebrate the rights of all individuals to be unique and different.
 - OddArts workshops – challenging the stereotypes some pupils may have toward learning difficulties
 - Form time activities and assemblies explaining the school's bullying policy.
 - Mental health & Self Harm awareness workshops delivered by Spiralling Minds
 - 10/10 theatre workshop: addressing the consequences of cyber bullying and sexting.
- Peer mentors to be given specific training in regards to bullying; specifically to listen to and give advice to victims.
- All pupils to be encouraged to be alert to bullying and to support victims by speaking up for them.
- Will support those who are being bullied.
 - Restorative Justice process
 - Mentoring
 - Pastoral interaction and checks
 - Pastoral detentions
- Will support those who speak out against prejudice and discrimination; e.g. LGBT assemblies.

Pupils at St Patrick's should feel confident to do one of the following if they witness or are victims of bullying:

- Challenge bullying if it is witnessed in school by;
 - Tell a teacher
 - Tell your Form Tutor.
 - Tell a member of your family.
 - Tell your Head of House.
 - Talk to a Prefect or a Senior Prefect.
 - Speak to a friend.
 - Speak to a peer mentor in your form
 - Speak to any member of staff in Pupil services
 - Speak to Mrs Gardiner or Miss Hart.
 - Include people at break and lunchtimes, we do not want any pupil left out.

Aims of the Policy

- To provide a safe secure community in which our young people will be able to learn and achieve in all area of school life.
- To clearly define what Bullying behaviour is within our School Community.
- To detail how incidents of Bullying will be dealt with, who will investigate and deal with the incident.
- To outline how parents will be informed about incidents.
- To provide the Whole School Community with clear leadership and guidance in this area.

- To outline possible sanctions which may be taken against the bully but also to outline support within school to challenge and change behaviour.
- To make it easier for pupils to get help.

Procedures Following a Reported Incident

All reported incidents must be taken seriously and staff must consult with the Head of House, Pupil Support Services, Pastoral Directors or the Assistant Headteacher, who will investigate the incident and decide an appropriate action.

This will include:

- Listening carefully to all accounts of the incident.
- Adopting a problem solving approach which moves pupils on from justifying themselves and their action.
- Use the Restorative Justice approach to deal with each incident; ensuring the bully acknowledges the harm they have caused and the victim feels a sense of closure and fairness about the incident.
- Record details of the incident on SIMS or in the Pastoral information folder with sensitivity.
- Assign a named teacher to work with the pupil who has been bullied (if required).
- Contact parents of both the victim and the Bully about the incident and ensure parents are aware of any sanctions and outcomes of the investigation.

The Head of House, Pupil Support Services or the Assistant Headteacher will also decide on the sanctions to be given to the bully.

They may include:

- Pastoral/SLT detention.
- Loss of privileges e.g. use of yard.
- Exclusion from end of year rewards trip or Prom.
- Restorative Justice meeting – This may include parents of both the bully and the victim.
- Invite parents into school to discuss the incident and future behaviour.
- Refer the bully to work with a named teacher to monitor future behaviour and address the issues surrounding their bullying.
- Refer for Educational Psychologist Support.
- Internal exclusion.
- Fixed term exclusion.
- Persistent bullying may result in Permanent Exclusion
- Referral to the Police.

Review / Monitoring

- For the first month after the incident weekly meeting with both the bully and the victim by the member of staff who has dealt with the incident.

- Thereafter monthly meeting until the victim feels confident and happy in school and no longer requires regular contact with designated teacher.
- The bully will follow the same program being supported by designated teacher for as long as required.
- All meetings to be recorded on SIMS.

Anti-Bullying Ambassadors

- Ambassadors will act as active listeners and helpers.
- Ambassadors will be available to support pupils during form time.
- There will be Ambassadors representing each House.
- Ambassadors will support pupils by reminding them of the areas of support available to them within the school, which is outlined in the policy.
- They will be fully aware and receive training about how St Patrick's pupils can challenge Bullying.

Monitoring the Policy

The policy will be monitored by Mr Campbell.

- Through weekly meetings
- Anti-Bullying Week
- Whole school questionnaire

Restorative Justice Approach to challenging behaviour, conflict and Bullying in school

A Restorative justice conference brings together pupils harmed by crime or conflict with those responsible for the harm, to find a positive way forward. It gives victims the chance to tell the offender the real impact of what they have done, get answers to their questions and hopefully get an apology. Restorative justice holds offenders to account for what they have done. It helps them understand the real impact, take responsibility, and display the Gospel value of making amends.

One of the main principals of restorative Justice is that we must allow wrong doers to put things right so they can feel better about themselves.

When might Restorative Justice be used?

- When a pupil is bullied
- When a pupil has been a victim of a crime perpetrated by one of our pupils.
- When a pupil and teachers relationship has broken down.

- When two pupils have been involved in conflict with each other
- When a parent and a pupil's relationship is strained and needs mediation.

What type of restorative justice meetings can take place?

- **FORMAL CONFERENCE** - Parents of both the aggressor and the victim gather together with the pupils for a circle conference.
 - This involves pre prepared agreements from all participants about the purpose of the conference
- **ACCEPTABLE BEHAVIOUR CONTRACT** - Pupils involved can agree to a contract of rules about their future behaviour in an attempt to resolve and stop conflict; this can happen separately or together with the victim and aggressor.
 - This is reviewed monthly
- **FAMILY CONFERENCE** - The parent and pupil experiencing conflict can have a conference with the Restorative Justice moderator.
- **TEACHER/PUPIL CONFERENCE** - The teacher and pupil involved in disruptive behaviour can be involved in a Restorative Justice conference.
- **INFORMAL CONFERENCE** – A quick and non-prepared conversation with both pupil involved in the conflict to try and remedy a minor conflict.

What are the potential outcomes of a Restorative Justice meeting?

- A genuine apology
- An acknowledgement of harm
- Conflict stops
- Creates accountability
- Wrong doer takes responsibility
- Resolution to the problem
- Change in behaviour
- Friendships and relationships are repaired
- Lessons are learnt
- Promotes truth telling
- Not criminalised
- Able to stay in education
- Improved classroom behaviour