



Anti-Bullying Policy 2016

Monitoring

By	Review period	Method
Staff and Students committee	Annual	Meeting

Ownership: Clare Bailey, Assistant Principal for Behaviour and Attendance

Revision History

Review	Changes	Next review date
February 2016	New Policy	Feb 2017

St Joseph's Catholic College

Anti-Bullying Policy

Context

In recent years there has been an increasing awareness and understanding about issues relating to bullying and promoting an anti-bullying ethos within the college environment. Bullying, unfortunately, occurs in all schools and it impacts negatively on both students and staff.

Bullying is not acceptable and St Joseph's Catholic College believe it is best prevented through the development of a College ethos based on our Catholic values, mutual respect, fairness and equality irrespective of race, religion, culture, gender, sexual orientation and disability.

Purpose

The purpose of this policy is to enable all staff to deal efficiently and effectively with incidents of bullying in order that all students are able to take full advantage of their learning opportunities. The purpose of the policy is also to enable students to better access support related to incidents of bullying and to understand the college's ethos concerning appropriate and inappropriate behaviour, non-discrimination and equality for all. Parents, staff and students should also be aware of the policy as it will enable a whole-college approach to implementation of the policy.

St Joseph's Vision and Values and how this policy support this

Our College Vision statement states that:

"Our Catholic College seeks to be a community in which all are valued, where the life and the relationships of the College are permeated by Gospel values and in which the individual is seen as unique, with infinite potential for growth towards wholeness. The College, in active partnership with home, parish and the wider community, endeavours to prepare all its members for a future in which they will be able to make a positive contribution and take up the challenge of their faith." This policy seeks to support this vision by all students are supported in their education.

Principles

- All students have a right to be educated in a safe and secure environment and be protected from others who may wish to harm, degrade or abuse them.
- There is no justification whatsoever for bullying behaviour and it should

not be tolerated in any form. Differences of race, religion, gender, sexual orientation and disability are absolutely repudiated as reasons for bullying.

- Bullying behaviour is a problem for the bully, the victim, family and the entire college community and should be addressed in positive and constructive ways which provide opportunities for growth and development for the victim and the bully alike.
- Effective management of bullying is a shared responsibility and should involve staff, parents/carers and other professionals and involve students who are the victims or perpetrators of bullying behaviour as well as the bystanders.
- Time and resources need to be invested in the prevention and management of bullying and staff require advice, training and support to manage incidents of bullying with confidence. Students also require, lessons, workshops and assemblies to ensure that they too understand the nature of bullying, how to access support and strategies to prevent the escalation of bullying.

Aims of the Policy

- To fulfil the college's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.
- To ensure parents and carers are aware that the college takes their children's safety and welfare seriously.
- To support all staff in applying the anti-bullying policy consistently, seeking advice where necessary.
- To clarify the college's responsibility for responding to incidents of bullying and to inform all staff and students.
- To raise awareness among staff and students about the issue of bullying and the college's approach through staff training, assemblies and PSHE

Definition of Bullying

Bullying is when someone deliberately hurts another or makes them feel unhappy. Bullying behaviour will be repeated and be difficult to defend against. Bullying may be racist, sexist or homophobic. People can be bullied for any reason; because of the way they look, because of their religion, their age, because of a learning or physical disability, where they live, their family, their social class or how well they are doing at college.

St Joseph's Catholic College takes all forms of bullying seriously and will take action in relation to any incidents which involve racist, religious intolerance (eg Islamophobia), sexist, disablist or homophobic elements.

Bullying behaviour may be direct or indirect.

Direct forms of bullying include:

- physical violence or threats
- verbal assault and taunts
- name calling
- the destruction of property
- extortion of money or property
- unwanted sexual interest or contact
- racist abuse
- sexist abuse
- homophobia
- intimidation
- religious intolerance
- disability intolerance

Indirect forms of bullying include:

- ignoring and the withdrawal of friendship
- excluding
- malicious gossip and spreading rumour,
- abusive or oppressive graffiti
- cyber bullying (eg malicious email, text messaging or posts on social media sites)

(See also St Joseph's Catholic College E-Safety Policy.)

What should students do?

If you are being bullied you should tell your Tutor, Student Manager or another teacher who you can trust. It is very important that everyone realises that telling someone is the only way that bullying will be stopped. If you tell someone, the bully will not be allowed to get back at you. If you witness or know about another student being bullied you should do the same thing for the same reasons.

What should staff do?

All incidents of bullying will be treated extremely seriously and properly dealt with. If bullying is reported to or witnessed by a member of staff s/he will record the details and inform the appropriate Tutor and Student Manager. All incident reports involving cases of bullying will be placed in the appropriate student files.

What should parents do?

If your child is being bullied or you are aware that another child is being bullied please contact his or her Student Manager or Tutor as soon as possible. The college is committed to working with parents against bullying. We very much value parental support either through information or the reinforcement of the college policy at home.

Procedures to Follow

- Any incident of bullying should be reported through the agreed channels.
 - All incidents will be investigated.
 - The Tutor and the Student Manager of the student(s) involved will be informed.
 - All incidents will then be recorded on School Base
 - Students will provide a written account of the incident(s).
 - Students will be kept informed of any actions to be taken.
 - In serious cases parents will be informed and asked to make an appointment to come to a meeting to discuss the problem.
 - If necessary and appropriate the police will be consulted.
 - If necessary, the incident will be reported to Children's Services through the Child Protection Officer.
 - An attempt will be made to help the bully (bullies) change their behaviour.
- Bullying incidents will be monitored each term by ethnicity and gender.

College strategies to deal with bullying/consequences for the perpetrator

There are a number of strategies that should be followed when dealing with cases of bullying. The particular strategy chosen will depend on the circumstances and the seriousness of the particular case. The following key points are intended to provide a clear guide to the good practice that is expected of all members of staff.

- In all cases the perpetrator will be required to apologise and, if possible, the students will be reconciled.
- Adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability).
- In serious cases the perpetrator may be secluded or be formally excluded from the college.
- Loss of break time and/or lunch time privileges.
- The perpetrator may be asked to sign a behaviour contract.
- After the incident(s) has been investigated and dealt with, each case will be monitored by the Student Manager and tutor to ensure that repeated bullying does not take place.
- Parents will be informed.
- Counselling may be made available, if appropriate.

In all cases the victim should be consulted and informed about actions that are being taken to resolve the matter.

Implementing the policy

Awareness and Training

All new staff will be made aware of the anti-bullying policy during their induction period.

All present students will be reminded of the anti-bullying policy and procedures through the start of the college year induction programme as well as through an anti-bullying campaign, assemblies and PSHE lessons. New students will be informed of the policy during their induction.

Monitoring the impact of the policy

- Annual student questionnaire to assess impact of prevention strategies, procedures and consequences.
- Termly data analysis of all incidents of bullying as recorded using schoolbase. Data analysed by ethnicity, gender and trends over time.
- Annual report to the Full Governing Body using statistical data.

Parental involvement

St Joseph's Catholic College is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

The college recognises the important influence which parents/carers have on their children and would wish, using the home/college agreement, to enlist their support when their child is involved in bullying – either as victim or a perpetrator.