



St. Bede's Catholic Academy

Anti-Bullying Policy

September 2015

*We commit ourselves to love,
respect and serve one another as
disciples of Jesus Christ*

PHILOSOPHY

Gospel values which underpin the school's mission statement also lie at the heart of St Bede's Anti Bullying Policy. Emphasis is placed upon valuing each individual, celebrating diversity and fostering a spirit of self worth, care and respect.

At St Bede's Catholic Voluntary Academy we are committed to providing a caring, friendly and safe environment for all students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school.

If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

• Emotional	being unfriendly, excluding, tormenting eg hiding books. threatening gestures
• Physical	pushing, kicking, hitting, punching or any use of violence
• Racist	racial taunts, graffiti, gestures
• Sexual	unwanted physical contact or sexually abusive comments
• Homophobic	because of, or focussing on the issue of sexuality
• Verbal	name-calling, sarcasm, spreading rumours, teasing
• Cyber	All areas of internet, such as email and internet chat room misuse Mobile threats by text messaging and calls Misuse of associated technology ie camera and video facilities

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.

Signs and Symptoms of Bullying

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits

- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

How can we prevent Bullying?

All schools should foster a clear understanding that bullying, in any form, is not acceptable. This can be done by:

Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.

Regular praise of positive and supportive behaviour by all staff.

Work in school which develops empathy and emotional intelligence

Any incidents treated seriously and dealt with immediately.

PROCEDURES

It is the responsibility of all staff to deal with incidents of bullying that are reported, seen or heard.

Teaching Staff

1. Take all bullying seriously
2. Respond to the incident reported
3. Listen carefully and make a decision as to the seriousness of the issue and whether it is appropriate to be dealt with by you, the Learning Tutor or the House Leader. Seek additional support if necessary via peer mentors.
4. Talk separately to each student involved in a non threatening way to ascertain the nature of the problem.
5. Acknowledge the suffering of the student being bullied and give support by discussing strategies on how they can contribute to finding a solution to the current problem and how they can effectively deal with bullying situations in the future. Seek additional support if necessary via peer mentors.
6. Talk to the student who is thought to be bullying and clarify the situation by discussing the problem and together considering strategies to overcome the problem.
7. Explore ways of reconciling the students involved.
8. Monitor the situation and within a week talk to the students again to discuss progress made.
9. Always inform the House Leader of the bullying and give a written account of the incident for the Anti-bullying file.
10. With persistent bullying appropriate action will be taken which may involved sanctions and/or the involvement of parents.

Ancillary Staff

1. Listen to the student and take the incident seriously.
2. Report the incident to the appropriate House Leader.
3. Contact peer mentors when necessary.

All Staff must ensure that a record of the incident is completed and handed to the House Office. House Leaders to keep an accurate and detailed log of all incidents and interventions that have taken place.

ST BEDE'S SAYS NO TO

B ullying is wrong

U must tell someone

L etting them get
away with it is

L ike saying it's ok

Y ou don't deserve it

I t's not your fault

N ow

G o tell someone!!

HOW TO GET HELP

- ❖ Tell someone - a teacher, parent or relative
- ❖ Take a trusted friend with you if you are scared to tell
- ❖ Keep telling until something is done about it
- ❖ Talk to a Peer Mentor for help and support within school

Peer Mentor Report

Meeting No: _____

Date: _____

Name of Student: _____

Year: _____

Names of Peer Mentors: _____

Student's feelings at beginning of meeting

1	2	3	4	5	6	7	8	9	10
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Concerns of the Student

Ideas Explored

Way forward decided by the Student

Student's feelings at end of meeting

1	2	3	4	5	6	7	8	9	10
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More help required? Yes/No

Date of next meeting _____ Where _____

Signed _____

RECORD OF BULLYING INCIDENT

STAGE 1

Member of Staff _____ Date _____

Name of Student bullied _____ Tutor group _____

_____ Tutor group _____

_____ Tutor group _____

Name(s) of those bullying _____ Tutor group _____

_____ Tutor group _____

_____ Tutor group _____

Nature of bullying (please tick)

- Physical
- Verbal
- Psychological
- Material
- Racial

Brief details of incident:

Action Taken:

STAGE 2 - INVOLVEMENT OF PASTORAL HEAD/ PEER MENTOR (BUDDY) IF APPROPRIATE

Parents informed: YES/NO Parents seen: YES/NO

Action taken: