



# Anti-Bullying Policy

*Policy Ref No. PAB 01*

## **'I have come that they may have life and have it to the full'**

John 10:10

### **The Ethos of St Peter and St Paul**

*"Our academy is a community where Jesus Christ is our role model and his message the guiding principle behind all we do.*

*Every member of our community is responsible for creating an environment that is caring, fair and respectful of each individual.*

*We develop our potential, celebrate our talents and go forward together in faith."*

Christ is the foundation of everything we do and the Gospels provide us with our influence and inspiration. We are therefore committed to promoting:

### **The uniqueness of the individual**

We believe that every person is a unique individual, created in God's image and loved by Him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.

### **The search for excellence**

We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community, which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to be given every opportunity to develop their talents to the full.

### **The education of the whole person**

We offer young people the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim to prepare young people for a life working with others in communities which maybe diverse socially, culturally and religiously. We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand that of others irrespective of whether the academy serves or is located in an ethnically diverse community.

### **The education of all**

We have the duty of care for all to ensure that we provide for those who are socially, academically, physically, emotionally or financially disadvantaged.

### **Moral principles**

Our belief in the Gospel message commits us to be in the forefront of the movement for social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our young people to serve as witnesses to these moral and spiritual values in the wider world.

### **Consequently, we still strive to ensure that:**

Any person recruited to the service of the academy, whether as a member of staff or as a volunteer, is made fully aware of our aims and objectives and required to support them;

Children who are admitted to the academy and their families are fully aware of our aims and objectives and undertake to support them;

All of our structures and policies are evaluated and kept under constant review in order to see that no individual is subject in any way to unlawful discrimination, whether intentional or unintentional, and to ensure that all are enabled to reach their full potential.

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### **Summary**

The purpose of this policy is to encourage a co-ordinated approach amongst staff, students and parents on the subject of bullying in order to reduce the incidence of bullying in the Academy. We take bullying very seriously and we will act vigorously to support students.

Bullying can take many forms, such as physical, verbal, psychological and increasingly cyber bullying. Bullying is the systematic, targeted, deliberate and on-going abuse of others.

Signs of bullying include:

- Student frightened to walk to the Academy
- Unusual attendance pattern
- Decline in behaviour or Academy work
- Withdrawn behaviour
- Hitting out at others
- Sometimes tearful
- They 'lose' their money

These signs may of course have other causes and the list is not exhaustive.

### **The victim**

Some students are one-off victims, some are perpetual victims. Research has shown that common traits of perpetual victims seem to be:

- Non-assertive
- Lacking in humour
- Over-sensitive
- Having difficulty in normal give and take of life
- Seen as a bit unusual from mainstream society (different from the norm)

### **The bully**

Approximately 50% of those who bully have been bullied themselves. Bullies also require help in terms of firm guidelines in their behaviour and re directing bullying behaviour towards more constructive activities.

### **Dealing with the incident**

Prevention strategies may include:

- Raise awareness in assemblies and form time
- Clear guidelines for behaviour
- Vigilant staff to pick up subtle clues to incidents
- Promoting discussion amongst groups and identified potential victims

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Guidelines for staff, students and parents are included in this policy. Staff guidelines will be included in the staff handbook and student guidelines displayed in planners and classrooms.

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## **Guidelines for all staff**

If you see a student being bullied

- Intervene and stop the incident
- Find out what the issue is
- If time does not allow refer to respective HOH as soon as possible
- Record incident on G4S and own notebook

HOH role

- Interview students concerned
- Contact parents
- Record details on G4S and planner/notebook
- Support the bullied student with appropriate strategies (bully book, coping strategies, time out card etc.)
- Take appropriate action with the bully

HOH must be informed of any incidents of bullying that are being dealt with by form teachers or classroom teachers. HOH will discuss ongoing issues at HOH weekly meetings.

SLT role

SLT will support middle leaders and class/form teachers in responses to incidents particularly where they cross into different Houses.

Serious or repeat incidents will be discussed at strategy meetings of SLT.

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## **Guidelines for students**

If you are being bullied

- Tell someone (friend, parent, teacher)
- Expect to be listened to and taken seriously
- The teacher will talk to you about the incident somewhere quiet
- The teacher will discuss the possible action that will follow including contacting parents
- Teachers will support you and keep in touch to check on progress
- Eventually a meeting may be set up with you and the bully with a member of staff but only if you feel happy to do so

If you are bullying someone

- People who bully often have their own problems, you may need help.
- If someone claims to have been bullied it is likely that it will be investigated.
- Some form of action will occur, including contacting your parents. You may be excluded from academy or isolated from the academy community.
- We will be talking to the person you are bullying to hear what harm and hurt you are causing
- Cyber bullying through Facebook, texting etc. can be one of the most hurtful forms of bullying, be aware and in control of your communication through these types of media.

If you see someone being bullied

- You must tell someone, a teacher, friend or parent as soon as possible. Try to remember exactly what happened. If cyber bullying is occurring, hard copies of the communication may be helpful.

## **Awareness**

We will ask for your opinion on bullying from time to time in surveys. Be honest and this will help us to help you.

We will be talking about bullying in assemblies and form time.

## **Guidelines for parents**

If you suspect your child is being bullied

- Talk to your child and find out the details
- Make contact with your child's form tutor or Head of House to report the incident
- If it is a form of cyber bullying (Facebook, Text etc.), then hard copies of the communication may be helpful
- Staff at the Academy will initiate an investigation and you can expect some form of communication to discuss the possible course of action.

If we suspect that your child is being bullied we will:

- Talk to your child to gather evidence and details of the incident
- Talk to other students
- Act in line with the behaviour policy in terms of a proportionate response
- Make contact with you to keep you updated and discuss the situation

If your child is bullying another student

- We will contact you to discuss the evidence after a discussion with the parents of the alleged bullied child.

If your child is being bullied we will:

- Listen to your child and treat the incident seriously
- Carry out an investigation
- Report back to you what action is going to be taken
- Provide support for your child in terms of coping strategies, regular checks by a nominated member of staff, recording of details and discussions as required
- Contact the parents of the students concerned