

BULLYING POLICY June 2018

Bullying policy: Rationale

All staff, students and parents should be aware of the negative effects that bullying can have on individuals and should work towards ensuring that we work in an environment without fear. Bullying is unacceptable and will not be tolerated; every allegation of bullying will be taken seriously and investigated. St. Cuthbert's Catholic High School will do what is reasonably practicable to eliminate bullying.

Aims

- To demonstrate that St Cuthbert's Catholic High School takes bullying seriously and it will not be tolerated
- To take measures to prevent all forms of bullying in St Cuthbert's Catholic High School.
- To demonstrate to all that the safety and happiness of students is enhanced by dealing positively with bullying
- To promote an environment where it is not an offence to tell someone about bullying

Definition of Bullying

Bullying is deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time where it is difficult for those being bullied to defend themselves. According to 'Kidscape 2009' it involves:

- Aggression (deliberate)
- Unequal Power Relationship
- Results in Pain and Distress
- Is Persistent

Responsibilities

Governing body

The governing body will discuss, review and endorse agreed strategies.

The Headteacher

The Headteacher has a legal duty under Framework Act 1998 to draw up procedures to prevent bullying among students.

The Heads of House will:

- Ensure appropriate training is available
- Ensure that the procedures are brought to the attention of all form teachers and students.
- Be responsible for the day-to-day management of the policy and systems

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Ensure that there are positive strategies and procedures in place to help both the bullied and bullies

Determine how best to involve parents in the solution of individual problems

Maintain a bullying log

Mediate where possible

Form Tutors will:

Be responsible for liaising with Head of House over all incidents involving students in their form

Be involved in any agreed strategy to achieve a solution

Deliver session from Healthy School Programme to form class.

All Staff will:

Know the policy and procedures

Deal with incidents according to the policy

Share immediately concerns of bullying (apparent or not) with Head of House.

Never let any incidence of bullying pass by unreported.

Bullying Education in the Curriculum: St Cuthbert's Catholic High School will raise the awareness of the social nature of bullying through the Healthy School Programme, House assemblies, use of tutorial time and in programmes of study as appropriate curriculum leads.

Procedures

How is bullying shown? It can be:

Physical

Verbal

Social or psychological

Cyber bullying

Racial

Homophobic

Signs of Bullying

Students who are being bullied may show changes in behaviour, e.g. becoming shy, withdrawn and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or lateness and truancy. All staff should be aware of these possibilities and to report promptly any suspicions of bullying to the Head of House. Students will be encouraged to report incidents of bullying.

Updated June 2018

Dealing with Incidents

If bullying is suspected or reported the incident will be investigated and dealt with initially and immediately by the teacher approached and passed on to the House Team.

If a racial element to the bullying is suspected the Head of House must be informed immediately

The teacher will record the incident on a Cause for Concern form and pass this to the Head of House.

The Head of House will interview all the parties and make a record

The Head of House/form tutor will determine the appropriate strategy and plan of action to combat the bullying

Parents will be kept informed by the Head of House.

Any sanctions against the bullies will be determined by the Head of House.

Bullied Students

Staff who deal with students who have been bullied must always offer reassurance. Students who have been bullied will be given support determined by the Head of House in consultation with the student.

Sanctions

For persistent offenders or incidents considered as gross acts of aggression a student could be permanently excluded. For other types of bullying appropriate sanctions will be applied.

Involvement of Parents

Parents, as well as all staff and students, should know that St Cuthbert's Catholic High School will not tolerate bullying, and takes a positive approach to educating students to combat it.

Parents of students who are being bullied and parents of the bullies will be involved in the solution to the problem as appropriate by Head of House

The school website displays the policy which includes the possibility of permanent exclusion following gross acts of bullying.

Support

St Cuthbert's Catholic High School is prepared in appropriate cases to arrange support for both bullies and the bullied. We have access to outside agencies who can offer support eg school nurse.

Reporting and Recording

All incidents must be reported and recorded using St Cuthbert's Catholic High School's Bullying log

Monitoring and Review

The Head of House will keep and consider reports on serious incidents.