

St. Mary's College Hull



Anti Bullying Policy

St Mary's College, Hull
October 2009
Anti-Bullying Policy

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The Mission of St. Mary's College:

“Love God with all your heart, with all your soul, with all your mind and with all your strength and love your neighbour as yourself” (Mk 12:30-31)

St. Mary's RC Sports College exists to help parents and carers to educate young people spiritually, morally, physically and academically as well as possible.

We aim to be a truly Christian community, where our relationships are built on encouragement, concern, respect, forgiveness and reconciliation.

Our religious life is rooted in the faith, practice and moral teaching of the Roman Catholic Church. Each person in our community is specially valued and has an important part to play in making sure that we live out our mission.

Introduction

As a Catholic College we adhere to the principle that Christ is the foundation of everything we do and the gospels provide us with our guidance and inspiration.

We are committed to:

- Treating every student with respect and dignity
- Celebrating the enrichment of our college community which flows from diversity of age, gender, race, religion, culture and social origins
- Ensuring that all feel safe and valued within the school community
- Helping students understand both their own, and others' cultural identity and heritage
- Caring for all of those who are socially, academically, physically or emotionally disadvantaged
- Fostering beliefs in social and racial justice and harmony
- Preparing students to take these values and beliefs into the wider world

General Aims

The aims of the College are achieved through the policies of the National Curriculum Core and Foundation subjects. Each student's entitlement is recognised. This operates irrespective of gender, race, religion, disability or other factors. The objective is to ensure the fullest possible participation of all students, and to enable them to achieve their full potential within the context of the College.

Children have a basic right to be educated in a safe environment, free from humiliation, oppression and abuse. It is the responsibility of the school to create and maintain a safe and secure environment for all students in our care. Parents should feel confident that their children will be protected from bullies.

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 (e.g. 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 focusing 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, i.e. 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. Pupils who are bullying need to learn different ways of behaving.

St Mary's has a responsibility to respond promptly and effectively to issues of bullying.

Student Voice –

The following are the views and opinions of pupils at St Mary's college, when they were asked the following questions:

What actions should we take to prevent bullying?

- Promote the punishments bullies receive to all pupils to put other pupils off from bullying
- Make punishments clear to all. (If pupils choose to bully they will have a meeting with SLG)
- Be more open about bullying and the effects bullying has on people
- Inform parents of St Mary's bullying policy
- Promote 'The Chat Room' (The St Mary's peer mentors 'drop in' room)
- Heads of years to present regular assemblies about bullying and respect we should show to each other
- Peer Mentors to be on the student council

What should you do if you know that bullying is occurring?

- Inform teachers, tutors, personal tutors, friends, parents, peer mentors
- Not be a by stander, make adults aware
- Teachers to keep a track of bully victims and the bullies to make sure it stops
- Email the anti-bullying email address
- Text the anti-bullying mobile phone
- Visit 'The Chat Room' and inform peer mentors

What should you do if you feel bullied?

- Go to your personal tutor
- Inform tutor during tutee interview
- Write a note / letter and give to chaplain
- Inform parents / someone at home
- Inform head of year
- Inform a friend
- Inform your subject teacher

Student Voice –

Pupils wrote the following paragraph when asked if they felt safe at St Mary's:

'St Mary's is a good and safe place to be because there is a friendly atmosphere around the school. Pupils respect the teachers and the teachers respect the pupils. When pupils distract others during lessons the teachers give out warnings, 1, 2 and 3 and sometimes yellow cards, this helps us to learn. We would like it if every teacher followed this and handed out yellow cards when pupils distracted us more than once.

There are a number of adults you can go to if you are in need, for example your personal tutor, your head of year, your subject teachers, or a TA.

St Mary's rules are strict which makes us feel safe as pupils do not want to be excluded for bad decision making.

Every year group has a social area where they know they will always feel welcome.'

Signs and Symptoms of bullying:

A child may indicate that he or she is being bullied by signs or behavior they show. Adults should be aware of these possible signs and they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to travel 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
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home hungry (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Objectives of this policy:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what St Mary's College policy is on bullying, and what they should do if bullying arises.
- St Mary's College takes bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Prevention

- The Catholic ethos at St Mary's College is reflected upon daily by pupils and staff which create our school's atmosphere, showing respect to each other.
- Pupils and parents sign a behavior contract.
- Pupils have classroom code in planners.
- Pupils have prompts of how to treat each other in planners.
- Each year St Mary's College follows anti-bullying week and promotes anti-bullying.
- St Mary's College has a successful mentoring system that run an anti-bullying 'drop in' room.
- St Mary's College has a successful tutor system where pupils have interviews to support them both pastorally and academically.

This policy also links with the following:

Every Child Matters policy
SEAL policy
Safe Guarding Children policy

Incident	Action		Record	Follow-Up
	Immediate (All Staff)	After evaluation of Incident (HOY)		
Name Calling Abusive Language Verbal Bullying	Staff to stop incident. Report to HOY on Bullying Report Slip same day.	HOY gets written statements and interviews all involved (victim first) 1 st offence – Reprimand offender. 2 nd offence - verbal warning and parents informed. 3 rd offence - parents informed and exclusion.	Copies of statements and reports placed in files of victim and perpetrator. Personal Tutors of victim and perpetrator informed.	HOY/ Personal Tutors to speak to all parties the next day, and one week later, and finally one month later to confirm that no repercussion or repetition has taken place and that all parties are safe. If an exclusion has been made, parents are interviewed on child's return to school.
Taking Pupils' belongings	If borrowing without permission – remind of manners. If regular occurrence, refer to HOY Stealing – report to HOY or Senior Link with child	1 st offence – verbal warning 2 nd offence – letter home 3 rd offence – parents contacted and replacements requested. Investigate Parents informed Replace items		
Demanding money/ belongings	Staff to take perpetrator to relevant HOY and written statements taken.	If proven – exclusion and parents informed.		
Non-verbal gestures	Staff to correct when seen or advised. If victim distressed refer to HOY.	1st offence -verbal warning. 2nd offence – second warning 3rd offence – parents contacted.		
Inciting others to behave in a threatening way				

Incident	Action		Record	Follow-Up
	Immediate (All Staff)	After evaluation of Incident (HOY)		
Sending threatening or derogatory mobile phone texts and emails	Refer to HOY	1 st offence – verbal warning 2 nd offence – parents informed 3 rd offence – confiscation of mobile telephone during school hours	Copies of statements and reports placed in files of victim and perpetrator.	HOY/ Personal Tutors to speak to all parties the next day, and one week later, and finally one month later to confirm that no repercussion or repetition has taken place and that all parties are safe. If exclusion has been made, parents are interviewed on child's return to school.
Threatening with attack	Staff to reconcile students. If unwilling to reconcile, take to HOY. Written report to HOY same day .	Depending on severity of threat, reprimand and inform parents. If fight subsequently takes place – exclusion.	Personal Tutors of victim and perpetrator informed.	
Hitting Punching Pushing	Refer to HOY Statements taken	Exclusion Interview with parents	Racist Incident Log to go into files of victim and Perpetrator Racist Incident Log to go into files of victim and Perpetrator.	
Fighting	Staff to stop incident. Statements taken from witnesses and all involved.	HOY to consult with Assistant Headteacher Pastoral to determine length of exclusion/isolation.		
Racist Incidents	Treat according to category above and in addition complete racist incident log sheet	Action according to above category.		

*** in all cases HOY to facilitate reconciliation ***

These guidelines are intended to show the actions that should be taken following many of the types of bullying most commonly employed. However, they cannot legislate for every circumstance and it is strongly believed that The Head of Year must be free to act in a discretionary way given the precise details of each incident. These procedures will form the basis of their actions and it is expected that Heads Of Year will act in accordance with them on most occasions.

