

Discipline

Those exhibiting bullying behaviour will be offered an opportunity to reflect on and change their behaviour. A “No Blame” approach is always taken in the first instance with an emphasis on restorative justice, however where this proves to be unsuccessful disciplinary measures will be applied where appropriate including:-

- verbal / written warnings
- detention
- community service
- isolation
- exclusion

Parents will be invited into school to discuss repeated or serious bullying

Parents

If you have concerns you should contact the Form Teacher of your son or daughter

EWS

The EWO will offer support and advice to pupils, parents and the school when necessary and appropriate.



St Monica's RC High School Specialist Language College



BULLYING - A GUIDE FOR PARENTS



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Research has identified that school bullies are much more likely to grow into violent adults. Boys bully both boys and girls whilst girls tend to bully only other girls. Boys are more likely to use physical aggression whilst girls are more likely to use verbal and psychological aggression.

Bullying does exist in our schools. It impinges on the lives of a minority of pupils. By its very nature it is hidden. Most incidents occur whilst no adult is present and there is a reluctance for the victim to come forward and complain. Witnesses are also reluctant to report incidents because they don't want to get involved.

Bullying affects lives. It can lead to low self esteem, fear, underachievement and isolation. In a minority of cases it has led to attempted and actual suicides.

St. Monica's takes seriously its responsibilities to its students and their parents. We have a clear intervention and education policy dealing with bullying. Our aims are

- **To create a safe environment**
- **Ensure that all students are educated about what bullying behaviour is**
- **To create an atmosphere of mutual trust and respect**
- **To encourage victims and witnesses to tell**
- **To support victims**
- **To change the behaviour of the bully**

Definitions of Bullying Behaviour

There are many definitions of bullying. At St. Monica's pupils are made aware that bullying is any action that is deliberately hurtful. It may be an isolated incident or it may be repeated over a period of time. It can be:-

Physical:- hitting, kicking, pushing, taking or damaging another pupils' belongings.

Verbal:- name calling, insulting or racist remarks

Non-verbal:- offensive gestures, intimidating body language

Direct:- intimidation, extortion

Indirect:- spreading malicious stories or rumours, ignoring someone or refusing to speak to them, deliberate exclusion from social groups.

However, if two pupils of equal power or strength have an occasional fight or quarrel, this is not bullying.

Staff

Staff play an active role in the promotion of a safe school environment. There are clear procedures which they follow when bullying is reported to them or witnessed.

Pupils

Pupils know our expected standards of behaviour. Bullying is discussed regularly in Form time, at assemblies and within the curriculum. Pupils know that to ignore bullying is to condone it. They know we cannot stop it if we do not know what is going on. They know that we are a "telling" school and that they should report incidents to a member of staff.