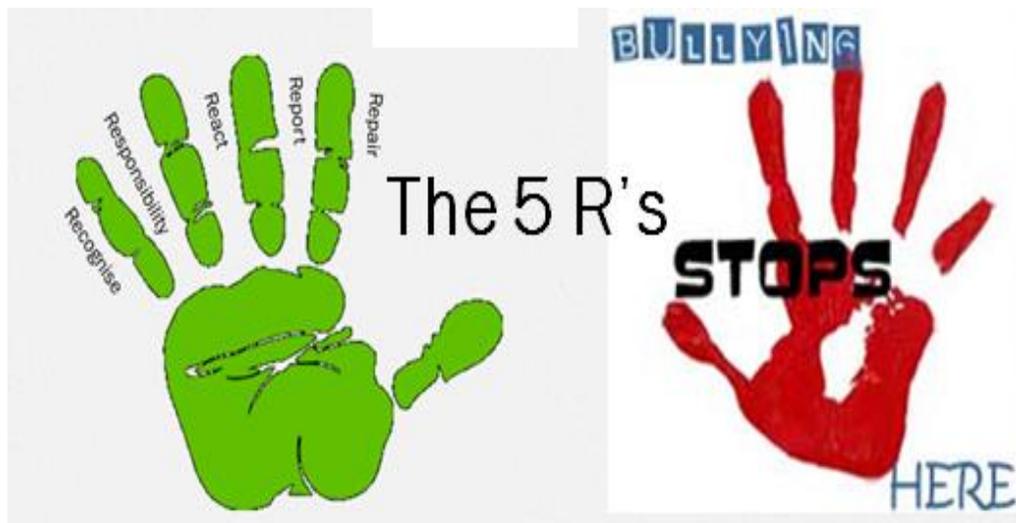




Anti-Bullying Policy

Updated September 2017

Mrs G.Walker



Mission Statement

St. Monica's is a Catholic community working in partnership with families, schools and parishes to teach the Catholic faith as a way of life. We provide a caring, supportive environment where everyone is of equal worth. Jesus Christ is central to our school and our main aim is that everyone can develop their God given talents and gifts to the full, while growing in faith through prayer and service.

As a Roman Catholic school, St. Monica's is conducted in accordance with the rites, practices and observances of the Roman Catholic Faith. Religious Education is given according to the doctrines and practices of the Roman Catholic Church.

This policy sets out the schools approach to bullying and intimidation. St Monica's is an 11-16 mainstream school. Our school is a Catholic school and values the individual. Our school rules focus on three areas: that pupils are Ready, Respectful and Safe .Tolerance, mutual respect, honesty and co-operation are fostered in line with the school's mission statement across the curriculum. We are committed to the development of the whole person (including pupils and staff) and are completely opposed to bullying and intimidation.

For the purpose of this policy bullying is defined as 'behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally' Within this policy the term 'bullying' includes but is not exclusive to the following types of direct or indirect behaviour; racist bullying, homophobic bullying, sexist/gender bullying, cyber bullying, indirect/emotional bullying, verbal bullying or physical bullying.

This policy should be read in conjunction with; equality and diversity policy, behaviour for learning policy, safeguarding and child protection policy, SEN policy and documentation relating to British Values.

Aims

- To provide a safe, secure environment where all members of the community can flourish, thrive and feel a sense of belonging in keeping with the school's Mission Statement.
- Prepare children for life outside of the school as members of a diverse and cohesive society. Where all members of the community will be able to develop as active citizens who recognize individuality and treat others with respect.
- To ensure that all students are safe inside school from bullying and to strive to ensure that they are also safe in the community and on line, by implementing the 5 R approach: **Recognise, Responsibility, React, Report, Repair.**
- Plan to ensure that the whole school keeps abreast of new legislation and guidance in relation to bullying.
- Monitor, challenge, record and address effectively and appropriately any incidents arising with regard to bullying.

To achieve these aims we will;

- Ensure that all stakeholders and members of the community are consulted on the development, review, evaluation and impact of all relevant procedures and policies and that they are able to access this policy if they wish.
- Ensure that all members of the school community have an understanding of the nature of bullying and are aware of the school's policy in relation to it. Ensure that all staff are supported in knowing how to deal with incidents fairly and consistently should they arise.
- Collect and analyze available information and data in relation to bullying incidents across the whole school.
- Employ restorative approaches to encourage any students involved in bullying behaviour to develop a greater understanding of the impact of their behaviour on others. Other parties including the school's learning support department, LA bullying co-coordinator, PCSOs or any other agencies will be involved as appropriate.
- Ensure that perpetrators and victims are supported by employing strategies within school to challenge this behaviour and where appropriate enlisting the support of any other relevant agencies/professionals.
- Offer support or advice also to parents/carers of pupils and students who are involved in or are victims of bullying behaviour.
- Ensure that any incidents of bullying are recorded, monitored and addressed appropriately – information will be reported to other stakeholders where appropriate.
- Put a range of systems into place to actively encourage parents/carers and all pupils across the school and to report incidents of bullying and express their concerns in relation to it.
- Ensure incidents are taken seriously, investigated thoroughly and acted on appropriately.

- Employ systems to maintain a high standard of behaviour and respect for others throughout the whole school and sixth form centre.
- Be pro-active and put into place preventative strategies by raising awareness of standards and unacceptable behaviour towards others inside school, in the community and online throughout the embedded curriculum, PSHE, SRE, the school's pastoral care system, the online SHARP system and taking part in activities such as anti-bullying week and the anti-bullying forum within the local authority.
- Continue to work with agencies including: the local authority bullying co-coordinator, relate counsellors, learning support department, our PCSOs, B safe B cool and other appropriate professionals to put preventative strategies, intervention strategies and reactive strategies into place.
- Be pro-active in identifying vulnerable students or those who may be considered at risk and put into place mechanisms to support them and their specific needs.

Leadership, Management and Governance

Responsibilities - The Governing Body

- Ensure that the school complies with this policy from its implementation.
- Ensure that the school's policy and its procedures and strategies are carried out and monitored with appropriate impact assessments informing future strategies.

Responsibilities - The Headteacher

- To implement the policy, its strategies and procedures and ensure that all stakeholders are aware of this policy and have access to it.
- Ensure that all staff receive appropriate support and continued professional development in order to ensure that this policy is implemented.
- Actively challenge and take appropriate action in any cases of bullying and ensure that any incidents of harassment or bullying are dealt with and recorded appropriately.
- Respond appropriately to any issues or concerns raised by any stakeholder in relation to bullying, intimidation or harassment.
- Report to governors annually regarding any incidents, action in relation to bullying.

Responsibilities - All Staff

- Be vigilant in all areas of the school in relation to any type of harassment and bullying and ensure that appropriate and fair action is taken in relation to any incidents.
- Identify and challenge bullying and discrimination through an inclusive curriculum and whole school ethos.
- Be a role model for pupils and treat all other staff and pupils with respect in keeping with the schools Mission Statement.

Breaches of the policy will be rigorously followed up using appropriate procedures and reported to the governing body/LA as required.

Policy Planning and Development

Views of stakeholders will be taken into consideration in the implementation of this policy. There will be a systematic review of the impact of policies within an appropriate time scale.

Monitoring and Quality Assurance

Target setting, reporting and analysis of data will continue to ensure that all students are supported in fulfilling their potential and that students that are involved in bullying or are victims of it are well supported. Quality assurance procedures for monitoring will be in keeping with agreed systems and evidence of implementation will be found in school discipline records and data collection systems. Data collected will be used to inform further school planning, action, target setting and decision making in relation to pastoral care.

This process will be continuously developed and monitored by the school's leadership team.