



As I have loved you, so you should love one another. This is how I will know that you are my disciples, if you love one another. (John 13:34-35)



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.

**Anti - Bullying guide updated September 2017
Mrs G.Walker**

INTRODUCTION

Bullying affects everyone, not just the bullies and the victims. It also affects those other students who watch, and less aggressive students can be drawn in by group pressure. No one person or group should have to accept this type of behaviour.

At St Monica's, we fully believe in " **a caring, supportive environment where everyone is of equal worth.**" Only when all issues of bullying are addressed, will a student best be able to benefit from the opportunities available at school achieve to their full potential. We follow the 5 R approach to Bullying behaviour: "**Recognise, Responsibility, React, Report, Repair**"

Recognise

WHAT IS BULLYING?

Bullying can occur through several types of anti-social behaviour. It can be:-

a) PHYSICAL

A student can be physically punched, kicked, hit, spat at, etc.

b) VERBAL

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

c) EXCLUSION

A student can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

d) DAMAGE TO PROPERTY OR THEFT

Students may have their property damaged or stolen. Physical threats may be used by the bully in order that the student hands over property to them.

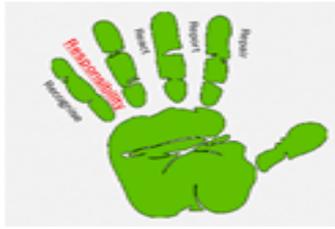
e) CYBER BULLYING

At St Monica's, we believe that cyber bullying is wrong - we will deal with incidents resulting from issues and confrontations online if they disrupt school life. If this is the case parents will be informed.

Parents and students are advised to report any incidents of cyber bullying to the police, internet site or mobile technology provider. On the school website parents and students can report issues straight to the police and school on the SHARP system. The school will co-operate with the police or any outside agency in the investigation of cyber bullying.



Responsibility



The School's Responsibility – We Pledge to:

- ✓ Teach pupils to recognise the different types of bullying
- ✓ Let pupils know how to report bullying
- ✓ Follow up all allegations of bullying
- ✓ Put sanctions in place to challenge bullying behaviour
- ✓ Let victims know what has been done to support them
- ✓ Educate pupils to change behaviour
- ✓ Support mediation between the bully and the victim
- ✓ Hold Restorative justice
- ✓ Provide ongoing support – counselling/OK plan/time out



Pupils' Responsibility – We Pledge to:

- ✓ Respect all members of our community and not make fun of people because they are different – e.g. different race/different religion/different gender/different sexuality/different ability/different lifestyle
- ✓ Not to join in bullying behaviour either in person or online
- ✓ To report any instances of bullying we experience or witness
- ✓ To encourage any victims of bullying to seek help
- ✓ To accept help if our behaviour is wrong
- ✓ To try and forgive those who bully once they have made amends

Parents and Carers' Responsibility – We pledge to:

- ✓ Teach our children to respect other people's differences, regardless of religion, disability, sexuality, race, gender or lifestyle choices.
- ✓ To monitor our children's use of the internet and social media.
- ✓ To ask about our children's life online and encourage a culture of telling.
- ✓ To support the rules of the school with regard to behaviour.
- ✓ To encourage our children to stand up for themselves by being assertive not aggressive – hitting back is not acceptable.
- ✓ To encourage our children to admit and say sorry when they have made a mistake.
- ✓ To let our children know who/where they can turn to for support both inside and outside of school.
- ✓ To report any instances of bullying behaviour we learn about to the relevant people, e.g. school/internet provider/phone provider/Facebook/Xbox live etc.
- ✓ To encourage children to work with the school to support mediation/restorative justice.
- ✓ To teach about the power of forgiveness, if people show they are sorry.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:-

Help, support and counselling will be given as is appropriate to both the victims and the bullies. **We support the victims in the following ways:**

- By offering them an immediate opportunity to talk about the experience with their form tutor, or another teacher if they choose.
- Informing the victim's parents/carers
- By offering continuing support when they feel they need it. This could involve sessions with the learning mentor or Relateen Counsellor, or our Community Police officers.
- Arrange for them to be escorted to and from the school premises.

We also discipline, yet try to help the bullies in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bullies' parents/carers
- By continuing to work with the bullies in order to get rid of the bully's prejudiced attitudes as far as possible.

DISCIPLINARY STEPS:

- They will be warned officially to stop offending.
- When appropriate, a restorative meeting will be held, facilitated by a member of staff.
- Informing the bully's parents/carers.
- They may be isolated at break and/or lunch times, or moved to a different playground at these times.
- A parental meeting will be held with a Head of Year.
- We may arrange for them to be escorted to and from the school premises.
- Isolation
- Internal exclusion in the TRUST unit
- Fixed term exclusion
- A serious incident and/or persistent bullying may result in permanent exclusion.

React

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Remember that your silence is the bully's greatest weapon!

- a) Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
- b) Be proud of who you are. It is good to be individual.
- c) Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- d) Stay with a group of friends/people. There is safety in numbers.
- e) Be assertive – shout "No!" Walk confidently away. Go straight to a teacher or another member of staff.
- f) Fighting back may make things worse. If you feel like fighting back, talk to a teacher or parent/carer first.
- g) It is always best to tell an adult straight away. You will get immediate support.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

IF YOU KNOW SOMEONE IS BEING BULLIED:-

- a) **TAKE ACTION!** Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult **IMMEDIATELY**. Teachers have ways of dealing with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

Report

TELL TELL TELL

We would always advise students to tell a grown up if they are being bullied. In the first instance this can be the class teacher or form teacher, as well as telling their parents.

In school there are many discreet ways to report bullying behaviour in school, including our black anti-bullying confidential boxes that are in the chapel and on the main admin corridor. These are checked regularly by the Pastoral Manager. In addition, there is a worry box outside Mrs Walker's office. Gold tie prefects are also available in the school chapel at break and lunchtimes. For direct support from agencies outside of school and non-teaching staff, pupils can access drop in support from the School Nurse, Connexions, Relate counsellors and the Learning Mentor on selected lunchtimes. There is also a facility on the school website to report bullying on the SHARP system.



Adults you can tell

- ✓ Any teacher
 - ✓ Parents/Carers/Family
 - ✓ Form tutor/Head of Year
 - ✓ Learning Mentor (Miss Conway) – (drop in on Tuesday lunchtimes – year tutor room)
 - ✓ Family Support worker (Mrs Davies)
 - ✓ Pastoral Manager (Mr Noon)
 - ✓ Assistant Pastoral Manager (Mrs Marshall)
 - ✓ School Nurse (every Thursday - year tutor room)
 - ✓ Head teacher Mrs Hainsworth (See Mrs Collier to make an appointment or use the bullying boxes)
 - ✓ School Office ladies
 - ✓ Connexions staff (drop in every Thursday in the LRC)
 - ✓ Librarian (Mrs Crawley)
 - ✓ Any of the Senior teachers
 - ✓ Relate counsellors (lunchtime drop ins on Wednesday and Friday lunchtimes at the year tutor room)
 - ✓ SEN Staff (In class or room 22)
 - ✓ Pupils you can tell
 - ✓ Gold Tie prefects
 - ✓ Green Tie prefects
 - ✓ Restorative Justice ambassadors
 - ✓ Peer Mentors
 - ✓ LRC Prefects
 - ✓ A friend
 - ✓ How to Report out of school
 - ✓ SHARP system on the school website
 - ✓ Report Abuse button on Facebook, Twitter, Instagram etc
 - ✓ Email Head of year or Mrs Walker on the school email system
 - ✓ Ask your parents/carers to ring school
 - ✓ Child line 0800 1111
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Repair

As part of the healing process, victims need to be able to acknowledge their feelings, and bullies need to acknowledge the impact of their behaviour. As part of this process it may be appropriate to use **restorative justice**. This will only be done with the consent of the victim. We have staff and some pupils who have received training from the local authority. This process involves the Learning Support team and/or the anti-bullying Coordinator in Bury and/or the Local Community Police team. Both victim and bully have separate one to one sessions with staff to work through what has happened. If agreed this can then lead to a mediation session where the bully can listen to the impact of their behaviour and have the opportunity to apologise. Reconciliation is a powerful gift from God and we will endeavour to facilitate this where possible, as part of repairing relationships.

If you would like further information please see the information in the school journal, or a full copy of our anti-bullying policy; a copy is available on our website.

If you do have any comments or information that you would like to share with us please contact your child's form teacher, Head of Year or Mrs Walker, Deputy Head teacher.

Further Help and support:

- Parents' Anti-Bullying Helpline Kidscape 08451 205 204, <http://www.kidscape.org.uk/parents/>
- National anti-bullying helpline - Tel: 0845 22 55 787 <http://nationalbullyinghelpline.co.uk/>
- Family Lives 0808 800 2222 <http://www.bullying.co.uk/>
- Childline 0800 11 11 <http://www.childline.org.uk/explore/bullying/pages/bullying.aspx>



0808 800 2222
www.familylives.org.uk