



Saint Pius X Catholic High School

ANTI BULLYING POLICY

MARCH 2011

Our Mission Statement:

"Saint Pius X Catholic High School is a Catholic School in which the Gospel message of the Kingdom of God is revealed through our work and through our relationships with our brothers and sisters in Christ"

This is encompassed in the statement: 'Love one another as I have loved you' *John 13*

Introduction

Saint Pius X Catholic High School recognises there is a need to safeguard the welfare of all those within the school community and to encourage a culture of co-operation, acceptance and harmony.

We are committed to providing a caring, friendly and safe environment for all students so they can achieve their potential.

We have high expectations of all students, staff and parents. We strive to create a school community in which all children can fulfil their potential, and where all are treated fairly and with dignity and respect. We aim to create and maintain a positive school culture in line with the School's Mission Statement.

Bullying of any kind is unacceptable at Saint Pius X Catholic High School. If bullying does occur, all incidents will be dealt with promptly and effectively. The school actively implements its anti-bullying policy and has clear pathways for reporting, which are known to all members of the school community. All reported incidents will be acted upon. We celebrate diversity and promote cohesion within our community.

What is Bullying?

We believe that all students have the right to be educated in an environment where there is mutual respect and co-operation.

Remember our school motto – ‘Love one another as I love you’

Bullying is when someone deliberately goes out of their way to **threaten, frighten, abuse, or hurt** someone else. It is also **taunting or name-calling, damaging a person’s property, clothing or schoolwork or ganging up on someone and isolating** them.

Students may be bullied because of:

- ◆ Race, religion or culture
- ◆ Special Education Needs or disability
- ◆ Appearance or health conditions
- ◆ Sexual orientation
- ◆ Home circumstances and lifestyles including young carers and looked after children
- ◆ Gender issues (sexual bullying)
- ◆ No obvious reason

Bullying behaviours can include:

- ◆ **Verbal** name-calling, making offensive comments, taunting
- ◆ **Physical** e.g. kicking, hitting throwing objects, spitting, invading the personal space of others
- ◆ **Emotional** e.g. spreading hurtful and untruthful rumours, excluding people from groups
- ◆ **Cyber** e.g. inappropriate texting/emailing, inappropriate misuse of social networking sites
- ◆ **Written** e.g. ridicule through drawings, writing on planners, graffiti on walls
- ◆ **Incitement** e.g. encouraging others to bully
- ◆ **Extortion** e.g. demands for money, sweets drinks, school or personal property.
- ◆ **Damage to Property** e.g. theft of bags, tearing clothes, ripping books

This is by no means a complete list of reasons and behaviours.

Impact of Bullying

Research confirms the destructive effects of bullying on young people's lives. Some of the effects are:

- ◆ Low self esteem and poor self-worth
- ◆ Lack of confidence
- ◆ Anxiety
- ◆ Loss of identity and friendships
- ◆ Withdrawal from activities
- ◆ Feelings of guilt
- ◆ Long term emotional health difficulties
- ◆ Poor school attendance

All of the above can result in children and young people failing to achieve the Every Child Matters outcomes.

Signs of Bullying

- ◆ Reluctance to attend particular lessons and taking time off from school
- ◆ Poor school performance
- ◆ Behaving out of character
- ◆ Reports of missing or damaged belongings

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

Saint Pius X Catholic High School Anti-Bullying Strategy

(1) What we do as a school

Saint Pius X Catholic High School is committed to creating a learning environment based on Gospel values in which every child matters and feels safe and well supported. To ensure this is the case we make a commitment to respond to every reported or suspected case of bullying. We will work with victim and bully as well as the wider community of students, staff, parents and governors to ensure all our students have the opportunity to learn in a safe and secure environment. In addition, we emphasise the dignity of each member of our community. This is done through the relationships we foster and through assemblies, PSHCE, RE and other subject areas.

(2) How we work with students

Victims of bullying should report their concerns to any person that they trust in school, this must be passed on to an adult. This adult is then entrusted by the student to do the following –

- ◆ Listen to students
- ◆ Record the incident on the blue referral form for both the victim and the perpetrator, then ensure that this is passed onto an appropriate person
- ◆ Inform Head of Year
- ◆ Provide feedback to students

Instances of bullying which cannot be resolved quickly or are repeated will be reported to the Pastoral Support Manager.

The Pastoral Support Manager will –

- ◆ Review incident records and previous history when appropriate
- ◆ Meet with all students involved
- ◆ Liaise with HOY and other relevant staff
- ◆ Liaise with parents
- ◆ Liaise with other relevant agencies
- ◆ Liaise with Learning Mentor to ensure ongoing student support
- ◆ Work with PHSE co-ordinator to plan the schools anti-bullying work including participation in Anti-Bullying week.
- ◆ Keep up to date records of incidents and planned interventions and monitor progress through the school's Behaviour Management System
- ◆ Report incidents of racial/religious bullying or sexual harassment report to the Leadership Team.
- ◆ Remain actively involved until the incident is fully resolved.
- ◆ Review cases as necessary

Sanctions for bullying will cover a number of measures ranging from loss of free time to permanent exclusion. For further details on sanctions, please see the School Behaviour Policy.

(3) How we work with parents

All parents will be informed of the school Anti-Bullying Policy. It will be available to download from the school website.

Parents will be contacted promptly and appropriately by the school if we are concerned their child is being bullied or bullying others. All steps taken by the school will be recorded and reported to them. Appointments with parents will be made promptly when requested.

(4) How we work with Governors

Saint Pius X Catholic High School has an identified Anti-Bullying Governor (Sharon Hancock) who liaises with the Leadership Team and the Pastoral Support Manager to ensure Governors are aware of progress made and areas for development.

(5) How we work with other agencies

The school will work with outside agencies to ensure that our practices remain up to date and effective.

Outside agencies:

LA Anti Bullying Officer

Mind

School Nurse

Diocese of Hallam Counsellor

Gvernors Use Only:

Put on school website? YES

Rotherham Policy adopted by Governing Body January 2005

Reviewed December 2008: Eileen Gilmartin, Deputy Head

Reviewed March 2011: Sharon Hancock, Anti-bullying Governor, members of staff,
students

Next Review March 2014