



**St Mark's West Essex
Catholic School**

Anti-Bullying Policy

Date Reviewed: November 2018

Next Review Date: November 2020

Committee: Curriculum, Pupils and Admissions

Our Catholic school is one in which Gospel values inform all aspects of community life. We are distinguished by the quality of education and care extended to all our members. Each person is recognised as an individual, valued and enabled to fulfil her or his potential to the highest possible standard.

In partnership with the wider community we prepare each member to make full use of the opportunities available, so that all for the benefit of all, are able to shape their destinies and create a better world.

St Mark's West Essex Catholic School believes that all children have the right to be taught in an environment in which they are free from victimisation, ridicule and fear. All children should feel safe and be in an environment in which they will enjoy and where they will achieve.

Members of our community are treated as individuals who are significant and valued, and who see others as significant and valued. All members of our school community must be treated with respect. Therefore, St Mark's will not tolerate bullying in any form.

Our policy on bullying is rooted in the Gospel message of respect for every individual as a unique creation of God.

Bullying takes many forms. It can range from teasing to physical attack. Bullying happens when a person is subjected to repeated aggressive acts over a period of time by another person or persons. Single acts of aggression should also be considered bullying, if the intention was to cause distress. Bullying can involve physical or verbal attacks, name calling, malicious gossip, damaging the property of the victim or coercing victims into acts which they do not wish to do.

A simple definition of bullying is:

Bullying is the wilful, conscious desire to hurt or threaten or frighten someone else.
Bullying can be either a physical or non-physical action.

Examples of unacceptable behaviour include:

- ♣ physical (including sexual) assault.
- ♣ verbal abuse, by name calling, teasing or making offensive remarks.
- ♣ cyber-bullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others. Examples include using social websites, mobile phones, text messaging, photographs, video and e-mail.
- ♣ indirect emotional tormenting by excluding from social groups or spreading malicious rumours.

We at St Mark's will respond to the threat of bullying. This will be done in a number of ways:

- We will ensure that all of the members of our school community are aware of our policy on bullying.
- We will ensure that all of the members of our school community understand why bullying is wrong and against the fundamental ethos of the school.
- We will develop strategies which (through the curriculum) specifically address bullying.

- We will be mindful of the development of cyberbullying, the use of social media and internet and address these through the taught curriculum and school systems and procedures
- Through an examination of the school physical environment we will make sure that areas of concern are regularly reviewed by staff and/or senior pupils.
- We will have a complaints procedure to deal with cases of bullying.
- We will have a clearly defined set of sanctions against bullying.
- We will develop supporting strategies for victims.
- We will develop supporting techniques for bullies.

A An outline Complaints Procedure for dealing with bullying

1. All staff will be made aware of potential bullying situations within the classroom. They will be advised to tackle immediately any name calling or other forms of verbal abuse; to be aware of any teasing or interfering with equipment; to monitor any suspected bullying in class or in surrounding areas and to inform either Head of Year or Head of Department, whichever is appropriate.
2. All bullying **MUST** be **CHALLENGED** and/or bullies confronted with what they have done.
3. Victims will be encouraged to report all incidents.

Heighten Awareness

- a) All pupils must be made aware of the Catholic ethos of the school and that bullying and intimidation goes against the fundamental principles of the school.
 - b) Victims must feel confident when reporting suspected bullying that their complaints will be dealt with seriously.
 - c) Staff should be sensitive to the problems of peer pressure and deal with potential bully situations tactfully.
4. Victims will be asked to write a statement outlining their experience.
 5. Staff will see the accused person, explain the accusation, and get the accused to write out his/her own account of his/her actions.

B Sanctions to be applied when dealing with bullies

ALL CASES MUST BE DEALT WITH INDIVIDUALLY ALL DETAILS AND ACTION WILL BE RECORDED AND RETAINED ON FILE

1.
 - i) Substantiated accusations - all information should be recorded in both files.
 - ii) Unsubstantiated accusations - a record of accusation (no names mentioned) should be placed on the accuser's file for future reference and support for counselling if required.

In both cases all details of the investigation should be included.

2. Admitted and confirmed case of bullying.
 - i) Zone and refer to Senior Assistant Headteacher (Pastoral)/ Associate Headteacher / Headteacher.

OR

- ii) Zone and confront the accused with the victim if the victim is willing. This must include an element of tutor counselling and/or discussion with both parties.

OR

iii) Zone and negotiate a contract between both pupils.

3. Repeated offence - sanctions as at 2 above and also record the details of the case, involve the families, and then involve outside agencies. **THIS MUST INVOLVE 2i. (see also Behaviour Policy)**

C Action Plan for Implementation of Anti-Bullying Policy

1. Raising the Anti-Bullying Ethos in the school.

How: through PSHE programme.
Assemblies; Tutor Time
Peer Mentors & Buddies
School Council
Anti-Bullying Week & Internet Safety Week

2 Senior Pastoral staff to monitor incidences of bullying to identify patterns with reference to behaviours; environment issues, etc.

- 3 New Pupils/Parents to be informed of school's stance on bullying and to whom pupils should go if/when unacceptable behaviour becomes evident. (parents to be informed via Governors'pre-entry interviews/Senior Staff Interviews)

D Support Systems for the victims of bullying and the perpetrators

- 1 Form Tutor/Head of Year
- 2 Learning Mentors
- 3 In-house Counselling
- 4 Peer Mentors
- 5 Buddies

The school will provide opportunities for pupils to voice their concerns regarding bullying through Year and School Councils.

Issues related to bullying are incorporated into the PSHE programme: the school participates in National Anti Bullying Week & Internet Safety Week to raise the profile of anti-bullying messages including cyberbullying.

See also: PSHE Programme

Behaviour Policy

Equality Scheme / Equal Opportunities Statements

Child Protection Policy

and is integral to the Spiritual, Moral, Social and Cultural development of pupils.

This anti-bullying document is also compliant with:

Promoting Positive Behaviour and Relationships Equality Act, 2010;

SEND Code of Practice 2014;

0 to 25 years Preventing and Tackling Bullying;

Advice for School Leaders, Staff and Governing Bodies, October 2014;

Keeping Children Safe in Education, DFE, 2015