

ANTI-BULLYING

WHY DO WE HAVE THIS POLICY?

Our Vision Statement states that we are a Catholic community which recognises and respects the value of every individual “always having the highest expectations of ourselves and of our pupils, and providing a happy, safe, secure and well-disciplined environment in which our pupils can thrive.” Putting this into practice should ensure that all pupils receive an education free from bullying and harassment. The school is committed to using restorative practices, where appropriate.

Bullying is a conscious attempt to hurt, threaten or frighten another person. Physical, verbal, cyber or indirect abuse of others is unacceptable at Notre Dame Catholic College. It is the responsibility of everyone associated with the school to promote good relationships and prevent bullying. We wish to raise the self-esteem of everyone at the school and create an atmosphere of mutual respect, as outlined in our Vision Statement.

The school complies with The Equality Act 2010. We will strive to ensure that all pupils are treated fairly and justly and that there is no bullying on the grounds of age, gender, race, religion or belief, colour, language, culture, social circumstances, appearance, sexuality, ability or disability etc.

However, if bullying is taking place, then our guideline is:

LET SOMEONE KNOW

Remember – SILENCE IS THE ALLY OF THE BULLY

HOW DOES THE SCHOOL RESPOND?

- ❖ Accurate records are kept of all incidents involving bullying. Pupils are encouraged to report incidents. All teaching and non-teaching staff report any concerns about possible bullying to the appropriate Head of Year or Assistant Headteacher. All serious allegations and incidents are recorded on the Incident file on the ‘O Drive’. Statements will be taken from those involved and any witnesses with follow up information logged on the file;
- ❖ incidents of bullying outside of the school premises will be investigated and acted upon by staff;
- ❖ parents may be contacted and details kept of file;

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- ❖ after finding out the facts about any bullying incident, the school can use a range of measures and sanctions available and consult with other agencies (e.g. police etc.), where necessary. The school's response to each case of bullying will obviously depend on the circumstances of each incident;
- ❖ the school makes expected standards clear to pupils and involves them in making decisions about rules and appropriate ways of behaving;
- ❖ support, restorative justice and when necessary counselling, should be made available to those involved in bullying behaviour and parents are encouraged to support the work of the school;
- ❖ the school will regularly evaluate and update their approach to take account of developments in technology;
- ❖ provide staff training to ensure that all staff understand the principles and purpose of the school policy and its legal responsibilities towards bullying, how to resolve issues and where to seek support;
- ❖ create an inclusive environment where all pupils feel safe without fear of bullying or discrimination;
- ❖ teachers should feel that dealing with these issues is a learning experience and that there is no single way of dealing with incidents;
- ❖ A Statement of Commitment to eradicate bullying is signed by pupil/parent/carer and school representative at interview prior to starting at Notre Dame Catholic College in order to emphasise the school's determination to eradicate bullying and related anti-social behaviour;
- ❖ The PSHCE Programme and a number of curriculum areas seek to educate pupils in behaviour patterns which promote positive social interaction and help on resolving difficult situations without using violence and aggression;
- ❖ Make it easy for pupils to report bullying so that they feel assured they will be listened to and any incidents acted upon;
- ❖ The victim of the incidents of bullying should be given priority. A balance must be struck between supporting and protecting the pupils involved. Intervention strategies should, where possible, empower the recipients;
- ❖ pupils who feel that they are being bullied will be monitored very carefully by Form Tutors and strategies to deal with anyone felt to be responsible for bullying will be discussed with pupils and parents. Full cooperation of parents/carers is always sought.

MONITORING AND EVALUATION

- ❖ This policy will be monitored annually taking into account the views of pupils, staff and where possible, parents/carers;
- ❖ the records of incidents of bullying will be analysed to identify any patterns or trends and appropriate interventions developed when these exist.

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