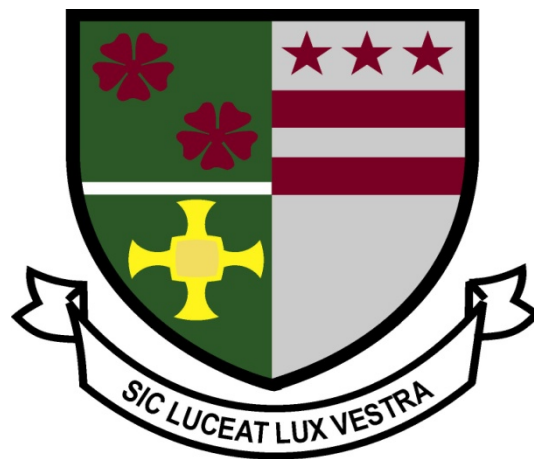


**St. Robert of Newminster Catholic
School**

and

Sixth Form College



Bullying Policy

2019-20

Statement of Intent:

As a school based on gospel values, everyone in the school's community should let their words and actions be a vehicle of God's love. We should always strive to support and affirm one another within one community. We are committed to providing a caring, friendly and safe environment for all members of our community, so that learning can take place in a happy and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, it must be reported and dealt with promptly and effectively.

Rationale:

Every student is respected for their own personal worth and dignity. Each student will be encouraged to develop a caring attitude towards those around them and to respect and accept people of every background. Everyone will be encouraged to develop self-discipline and to take responsibility for their decisions and actions.

Aims:

We aim to develop a school community where bullying is not tolerated and students feel safe to tell someone who can help, if they are being bullied. We aim to create an anti-bullying message throughout the school to encourage all individuals to act with tolerance, care and consideration to others at all times.

What is bullying?

Bullying may have many forms, but most have three things in common:

- It is deliberately hurtful, threatening or frightening.
- It is repeated often over a period of time.
- It is difficult for those being bullied to defend themselves.

Some of the main types of bullying are:

- Emotional - being unfriendly, excluding someone from a social group, tormenting e.g. hiding books, threatening gestures.
- Verbal - name-calling, sarcasm, spreading rumours, teasing, insults or threatening remarks.
- Physical - pushing, hitting, kicking, punching or any use of violence. Taking or damaging possessions.
- Cyber – misuse of any areas of internet, social media, messaging apps, mobile phones, images, etc. misuse.
- Racist - racial taunts, graffiti, gestures, promoting literature.
- Sexual– unwanted physical contact or sexually abusive comments
- Gender/Transphobic- because of, or focusing on gender identity.
- Homophobic – because of, or focusing on the issue of sexuality.
- Disability – because a disability.

Bullying may be carried out by individuals or a group.

What to do if you are being bullied or know someone who is?

- Tell an adult – this is likely to be your Tutor or Head of House (Head of Year – Sixth Form), but could be any teacher or indeed any other member of staff. You may be more comfortable telling your parents/carers, who can then contact the school via your Head of House (Head of Year – Sixth Form).
- Remember:
 - You will be listened to and taken seriously.
 - You will be involved in discussions about how the situation will be dealt with.
 - The incident will be investigated and appropriate action will be taken.
 - The aim will be to stop the bullying and restore self-esteem and confidence.
 - Parents/carers will normally be contacted also.

Expectations and Actions:

The school commits to:

- Ensure students are aware of the anti-bullying policy and know what to do if they are being bullied, or if they know someone who is being bullied.
- Encourage students to voice concerns and reassure them that they will be listened to and kept safe.
- Ensure that staff are alert to the possibility of bullying taking place.
- Be mindful of the well-being and safety of students around school, especially in the case of duty staff during social times.
- Ensure effective and clear communication between all parties when dealing with bullying.
- Maintain positive expectations of student behaviour.
- Listen to reports of bullying, from whomever they might come. Take them seriously and follow them up appropriately.
- Make sure the outcome of investigations is made clear to those involved and the situation is monitored closely in the aftermath.
- Be proactive in checking for the existence of possible bullying.

Strategies:

- All staff are made aware of the policy and it is placed on the school website.
- Occurrences of bullying are monitored, recorded and analysed via the use of pastoral logs.
- Students receive information and advice through assemblies, pastoral programme, etc.
- Staff know that incidents of bullying must always be challenged and never be ignored.
- Staff will refer any reported incidents to Head of House (Head of Year – Sixth Form), or the Pastoral team as soon as possible. Pastoral staff will then take on responsibility for following up in the report.
- We ensure a well-supervised and orderly environment, both in classrooms and in social areas, corridors, etc.
- We will work with other agencies where appropriate in certain cases of bullying.
- We will seek to explore and celebrate difference.

Procedures:

- When a member of staff is made aware that a student is being bullied they must report it immediately to the student's Head of House (Head of Year – Sixth Form).
- If it has occurred in a lesson, the Head of Department should be briefed also.
- Pastoral staff will firstly make sure the pupil who has reported the bullying, and/or is being bullied, is safe.
- The incident will be investigated fully. Statements will be taken from all involved.
- Other staff who need to know (e.g. teaching, support, etc.) will be informed to ensure support and close monitoring.
- Parents will be contacted and may be invited into school.
- The incident will be recorded and evaluated, and appropriate actions put in place. These actions may include support for any student involved in any way.
- Following the incident, support and monitoring will take place to ensure no recurrence takes place. The Head of House (Head of Year – Sixth Form) will follow up immediately on any further concerns.
- A multi-agency approach may be adopted if appropriate to the individual case.

Sanctions:

It is impossible to list definitive sanctions in the policy, as each case is different and will always be treated in its own right. However, the purpose of the sanction will be to ensure the bullied student feels safe and that the bully realises that they have done wrong.

Possible sanctions may include, but not exhaustively:

- Restrictions of privileges for a period of time.
- Detentions.
- Being placed on report.
- Removal from certain lessons/ activities for a period of time.
- Group changes.
- Inclusion.

In serious cases, fixed term exclusion may be an appropriate sanction. In very serious cases, permanent exclusion may be appropriate.

Bullying Outside of School:

- Bullying on the way to or from school, on the school bus, etc. will be dealt with in accordance with this policy.
- Bullying outside of school may not involve students from St Robert's (either as victims or perpetrators). However, students should share their concerns with us, in order to ensure all young people are supported.

Note to Parents/Carers:

Please contact your child's Head of House (Head of Year – Sixth Form), if you have concerns about bullying issues. The school telephone number is 0191 7161700.

This policy should be read in conjunction with the Peer on Peer Abuse Policy and the Behaviour Policy.