



St Boniface's Catholic College.

ANTI BULLYING POLICY

Date approved by Catholic Life Committee	September 2015
Date of Next Review:	September 2018

St Boniface's Catholic College's Anti-bullying Policy 2015

Persons responsible for the delivery of the anti-bullying policy, and the expectations it embodies, are:

- The Governors
- The Head Teacher
- The Senior Leadership Team
- All staff in the College
- All students in the College
- Parents of students
- Visitors to the College

The policy should be reviewed on an annual basis to ensure it is up to date with current legislation and expected best practice.

The College recognises that bullying can be one of the biggest fears of students joining the College and that personal perceptions play a large part in a student's understanding of what constitutes bullying. St Boniface's supports a caring and welcoming ethos for all of its students in line with its expectation that students:

Love one another as I have loved you – John 13:34

Defining Bullying

St Boniface's has derived this policy from the Plymouth LA documentation 'I know how it feels – Tackling Bullying Together'. The starting point for this document is the definition of bullying as being:

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group socially, physically or emotionally' (DfE adapted definition).

Bullying and bullying behaviour is characterized by an imbalance of power which makes it harder for the target of the bully to defend themselves. This is especially true for those students who may have reduced resilience or impaired perceptions of the events surrounding them.

Bullying can take many forms:

- **Physical** – assault, pushing, kicking, hitting, unacceptable, touching (including that of a sexual nature), blocking (preventing movement through an access point) pinching, spitting, violent threats, damaging belongings or any other form of **physical activity that makes a person feel threatened or intimidated**.
- **Verbal** – any words used in an aggressive manner designed to hurt or cause offence such as name calling, mocking, taunting, gossiping, spreading rumours and teasing.
- **Written** – any insults contained in note passing, threatening letters, graffiti, cyber-communication, defacing any property belonging to another.
- **Psychological** – Gestures, tormenting, humiliating, ridiculing, ignoring, silent treatment, excluding.
- **Cyber** – harassment, alarm, distress or humiliation that uses internet or mobile communications technology. It can be an extension of face-to-face bullying, with technology providing the bully with another route to harass their target. It differs in that there is invasion of home and personal space, size of audience, perceived anonymity, the fact that bullying can continue constantly and even the profile of the person bullying.
- **Homophobic** – because of, or focusing on the issue of perceived sexuality.
- **Sexual** – unwanted sexual physical contact or sexually abusive comments.
- **Racist** – racial taunts, comments, graffiti, gestures which are designed to influence racial hatred.

Aims of St Boniface’s College’s Anti-Bullying Policy

- To keep all students at St Boniface’s safe from harm and distress.
- To increase awareness of the types and effects of bullying and to encourage all students to report concerns regarding bullying and bullying behaviours.
- To provide support for bullies in order that they can moderate their behaviour.
- To develop the self-confidence and self-esteem of all students and to develop their resilience.
- To develop and promote an ‘anti-bullying’ expectation for all who are in contact with staff and students at St Boniface’s and to ensure that all staff and students are able to work and learn in a safe environment.

Anti-Bullying Work

St Boniface’s College recognizes that anti-bullying work is an essential part of the

continuum of safeguarding for all children.



such, all students at St Boniface's will have access to the following events on an annual basis:

September: Assembly and Form Tutor resources shared with students to remind them of behaviour expectations upon return from the Summer Holidays.

November: Anti-Bullying Week. Assemblies are focussed upon the importance of avoiding and reporting bullying in order to keep everyone safe. Tutors focus upon a different type of bullying each day.

January: Holocaust Memorial Day. The key theme of activities taking place throughout the day is 'understanding and respecting others'. Students are reminded of how the actions of individuals can have far reaching impact.

May: Behaviour and Safety Questionnaire. A questionnaire will be given to all students to ascertain their perceptions of behaviour and safety at St Boniface's, including the prevalence of bullying. Key development areas arising from this questionnaire will be acted upon accordingly.

In addition to these events, the College also takes the following steps to prevent and tackle bullying:

- Use of assemblies, tutor time, the PSHEE programmes and curricular activities undertaken. These methods will also be used to promote understanding of the role of bystanders and accessories to bullying
- Supervision of students at specific times of the school day. For example break, lunch times and transition times. A member of staff will always be available to support vulnerable students – supervision will also occur in areas of the site where bullying is more likely to happen. These areas will be identified in conjunction with the student voice.
- Students, parents/carers and staff will have regular opportunities to contribute to and review the anti-bullying and behaviour policies and to suggest changes where necessary.
- All staff will challenge, and encourage students to challenge stereotypically negative views and will be encouraged to view positively differences in others especially with regard to race, gender, culture, age, sexuality, ability or disability.

Role of the Governors, Headteacher and Senior Leadership Team

- Support the staff in the implementation of the policy and challenge staff, where appropriate with regard to bullying issues.
- Ensures that all incidents are dealt with in a timely, serious and appropriate manner.
- Monitor the incidents that have occurred and review the actions taken by all involved.
- Make decisions on and recommendations for serious sanctions at B6 and above.

Role of staff

- To promote and develop the anti-bullying strategy with all students and parents/carers.
- Ensure that they are fully familiar with the policy and the steps to be taken when dealing with bullying.
- Attend training on bullying on a regular basis.
- Develop St Boniface's ethos of mutual support and the development of a safe environment for all students.
- Take all forms of bullying seriously, and intervene proactively to prevent incidents from happening or escalating.
- Keep records of incidents that have happened in class and clearly state what actions they have undertaken to mitigate the circumstances.
- If staff witness bullying they should do all that they can to support the student.
- Write up accounts of all bullying incidents on SIMS.
- Support all students in the development of mutually supportive climates for learning and develop the self-confidence, self-esteem and resilience of all students.
- Respond to requests from parents with regard to any incidents that may have occurred within 48 hours.

The role of parents/carers

- To talk to their children with regard to issues of bullying, particularly cyber bullying.
- Report any incidents of bullying to a member of St Boniface's staff.
- To support the St Boniface's anti-bullying policy and to encourage their child to develop resilience and concern for others.
- To be vigilant in looking out for signs that their child is being bullied.

Signs and symptoms of bullying can be:

- Being frightened of travelling to/from the School
- Changes in a usual routine or behaviour.
- Begins to truant.
- Drops in attendance.
- Becomes withdrawn, anxious or talking in confidence.
- Starts stammering.
- Attempts suicide or begins to self-harm
- Runs away.

- Has nightmares or cries themselves to sleep at night.
- Feels ill in the morning.
- Looks damaged when they come home.
- Has possessions which are damaged or missing,
- Asks for money or steals money.
- Comes home starving.
- Becomes aggressive, disruptive or unreasonable.
- Is frightened to say what's wrong.
- Gives/improbable excuses for any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous or jumpy when a cyber-message is received.

The role of students

- To follow the St Boniface's behaviour policy and anti-bullying policy.
- To discourage any bullying they encounter.
- Report bullying to staff.
- To ensure they follow the rights and responsibilities of **all students within the College**

Consequences of bullying

- Restorative work will be carried out if the victim feels comfortable in doing so.
- Involvement of parents to support both the victim and the bully.
- Use of PSAs, PCSOs and the police to work with the victim and the bully.
- Application of sanctions in line with the College's behaviour policy – Bullying is a 'Zero Tolerance' behaviour which will result in a sanction at B6 or above.
- Monitoring of each bullying incident on an individual basis.