



# **St Paul's Catholic College**

## **Anti-Bullying Policy**

<b>Name of School</b>	<b>St-Pauls Catholic College</b>
<b>Policy review Date</b>	<b>01/09/23</b>
<b>Date of next Review</b>	<b>Autumn 2025</b>

# Our Mission at St Paul's

**S**ervice to each other: learning to become a self disciplined leader

**T**eaching that inspires me, that challenges me, that gives me a lifelong love of learning

**P**artnership at the heart of our school:  
a partnership between school, home and community

**A**chievement: learn and achieve beyond my expectations within an internationally enriched curriculum, using world-class technology, with people who care

**U**nderstanding of me as an individual: staff who know me by name and help make my experience of school rich and happy

**L**ove and respect experienced through our vibrant Catholic Christian community

**S**uccess: academically, spiritually, morally, socially and beyond the classroom

***'Learn to Serve'***

***St Paul's is a community of faith echoing St Paul's letter to Timothy where, as hallmarks of Christian living Paul stresses "love... service and doing the best that is possible."***

## **ANTI-BULLYING POLICY**

**Dan Olweus says that ‘bullying is basically the repeated intimidation of a victim that is intentionally carried out by a more powerful person or group in order to cause physical and/or emotional hurt.’**

At St Paul’s Catholic College we believe that bullying stands in direct opposition to our Mission Statement and to our Christian Ethos. Therefore we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable in our college. Staff at St Paul’s will not misuse their position to dominate or humiliate the students in the college. If bullying does occur, all pupils should be able to report incidents, knowing that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a member of staff. Staff will be sensitive to a student’s need for privacy and respect and students and staff will all take responsibility for:

- The physical safety of others
- Ensuring that every student is assured of their right to respect
- Including all students in play and learning activities
- The security of everyone’s personal possessions and money

### **DEFINITIONS OF BULLYING**

**Bullying** is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally

**Cyberbullying** is the use of Information and Communications Technology (ICT) particularly mobile phones and the internet, deliberately to upset someone else, this may include threatening or intimidating messages

**Homophobic bullying** occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.

**Racist bullying** refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome, marginalised and excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status.

## **BEHAVIOURS**

Bullying can include the following behaviours:

**Physical:** hitting, kicking, pushing, taking or damaging belongings

**Verbal:** name calling, taunting, mocking, insulting, making offensive remarks e.g. racist, sexist or homophobic remarks, repeated teasing, threats, sarcasm, gossiping

**Indirect:** spreading nasty stories about someone, excluding someone from social groups, leaving notes, failure to speak to acknowledge a person, making someone the subject of malicious rumours, inappropriate text messaging and emailing, sending offensive or degrading images by phone or the internet, producing offensive graffiti.

## **Procedures and consequences**

1. All incidents of bullying should be reported by parents or students to staff (Tutor, HOY)
2. Incidents must be recorded in writing.
3. We will investigate with all parties, taking the views of the victim into account.
4. Parents may be informed, this will be decided in discussion with the child, and may be asked to come into college to discuss the problem.
5. The bullying behaviour and threats of bullying must immediately stop.
6. The victim will be supported and their well being monitored by Tutor and HOY. We will follow up by continuing to keep an open dialogue with the victim.
7. Every attempt will be made to support improved behaviour from the bully and bystanders. Tutor and HOY will monitor their behaviour.
8. Serious and/or repeated harassment can lead to internal, fixed term, or even permanent exclusion.
9. Restorative Justice meetings may take place, this will be decided taking the views of the victim into account.

## **Prevention**

Bullying is an issue that concerns our whole community. Day by day monitoring in class and in corridors is an essential responsibility of each member of staff. Our policy on bullying will be available on our school website. Parents/Guardians should report suspicions of bullying which either involve or affect their child or other children at college to their sons/daughter's Tutor / Head of Year. We will publicise these procedures at our yearly information evenings. As part of our ongoing commitment to the safety and welfare of our pupils we have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- The College Student Council will regularly discuss the issue to gauge student's attitudes.
- Staff will continue to be briefed to watch for signs of bullying behaviour.
- Assembly time will be used regularly to inform / remind students of the policy.
- Tutor time activities around bullying/cyberbullying will be a regular part of the school's PSHE programme.
- Students will be given information on how to report and handle bullying through tutor time, assemblies, posters and Inset days for students.

- Staff will be provided with the relevant training in areas to identify and deal with

bullying.

- Restorative Justice will be used early by HOYs/tutors in order to avoid escalating bullying.
- ICT will cover Cyber Bullying and safety as a part of it's curriculum.
- We will train and develop peer mentors for students when they are new to the school.
- We will use adult mentoring to support students who are being bullied/bullying others.

### **Links with other policies**

Positive Attitudes to Learning Policy

Child Protection Policy

Staff and Student - Acceptable Use Policies

Complaints policy

E-safety Policy

## Annex 1 – St Paul’s Catholic College Anti-Bullying principles

Leaders are pivotal in leading and modelling positive behaviour and interactions. Their influence ensures other staff take bullying seriously.

Staff understand that bullying is a matter of child protection.

Students regularly talk about the continuum of positive and negative friendships and what to do if they feel harassed.

Opportunities to promote diversity, tolerance and understanding are seized within the pastoral and curriculum structure.

General expectations of behaviour across the school and on school transport are high.

Sanctions are used when harassment is persistent early enough. Tackling bullying is an integral part of behaviour management procedures.

The child’s wishes are at the centre of any action taken. Sensitivity is the core value and the child does not feel teachers have taken actions against their wishes.

The child feels listened to. They never feel turned away.

Leaders and tutors understand that an issue is not over until the child is confident it is.

Parents are kept well informed and know what is in place and what to do if they are concerned again.

Staff consistently and firmly challenge inappropriate interactions, including prejudice-based and aggressive language.

Heads of year ensure that they are able to evaluate, at an appropriate time after any bullying event, how effective their action has been.

## Annex 2

### Procedures for harassment of a peer

