



ST MICHAEL'S CATHOLIC COLLEGE ANTI BULLYING POLICY 2024-26

AIM

The predominant aim of St Michaels is to provide a genuine Christian education through which all may come to recognise the dignity of the person and the basic equality of all people, where every child matters. From this we derive a mission to ensure that no pupil suffers hurt or bullying at the hands of others. Bullying is anti-social behaviour and it affects everyone; it is unacceptable and will not be tolerated.

Definition of Bullying

For the purpose of this policy bullying is defined as repeated hurtful behaviour which makes other people feel uncomfortable or threatened whether this is intended or not. There are different types of bullying but the main types are:

- **Emotional** Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) spreading rumours, making malicious accusations, manipulating social networks, looks, and seeking to side line or ostracise individuals.
- **Physical** Where the bully seeks to intimidate and cause fear by hitting, kicking, pushing, shoving taking or hiding belongings including money
- **Racist** Racial taunts, graffiti, gestures
- **Sexual** Unwanted physical contact or sexually abusive comments
- **Homophobic, biphobic, transphobic** because of, or focusing on the issue of sexuality
- **Verbal** Name calling, teasing, insulting, racist remarks, and writing unkind notes sending threatening messages via the internet or involving individuals from outside of College to carry out acts deemed as bullying.
- **Cyber** All areas of internet such as email, internet chat room, social media platform misuse
- Mobile threats by text messaging & calls

- Misuse of associated technology, i.e. camera & video facilities
- **Disability/SEN**, because of, or focusing on a disability or a special educational need
- **Home circumstances**, targeting individuals who are looked after children or because of a particular home circumstance

OBJECTIVES

We wish to encourage an environment where independence is celebrated and individuals can flourish without fear. Every student has the right to be safe and happy in college and to feel protected when they are feeling vulnerable.

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the college policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the College policy is on bullying, and what they should do if bullying arises.
- As a college we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

As a result of the implementation of this Policy pupils should:

- Be aware that bullying will not be tolerated
- Be aware that bullying will not be tolerated for reasons of race, gender, disability, religion, sexuality.
- Understand that they have a right to be protected against bullying.
- Be ready to report all incidents of bullying to the appropriate member of staff.

Possible signs

Pupils who are being bullied may show changes in behaviour, such as becoming shy, nervous, feigning illness or clinging to adults and may indeed bully others. They may show changes in their work patterns, may lack concentration or may even truant from college.

Encouragement to tell

It is important that we create an atmosphere where pupils who are being bullied, or others who know about it, feel that they will be listened to and believed and that action will be swift but sensitive to their concerns. St Michael's teaching staff and non-teaching support staff must be alert to the signs of bullying and act firmly and promptly against it in accordance with college policy.

Implementation/Procedures

In the first instance it is important to make clear to the victim that revenge is not appropriate and to the bully that their behaviour is unacceptable and has caused distress.

- All staff and adults working in the college should report (on an incident form) any occurrence of bullying as soon as possible after the event.
- A clear factual account of the incident will be recorded and the Form Tutor, Leaders of Learning, SLT (Inclusion) should all be informed. The incident form should be given to the LOL who in turn will give it to their SLT line manager. The incident report will then be given to the admin department to be filed.
- The Leader of Learning will then record the incident on the college's Bullying, Intolerance and Sexual Harassment log in order to monitor any patterns or reoccurrence of bullying.
- **Bullying will not be tolerated by the College and will result in a fixed term exclusion in line with college sanctions.**
- Every effort will be made to resolve the problem through counselling of both parties. At this stage the college will decide if parents of both parties will be informed of what has happened and how it will be dealt with.
- Via regular staff meetings teachers will be reminded to be vigilant on duty at break and other times, around corridors, between lessons and in the playground in the toilets and on the way to and from College. These are times and places where victims are vulnerable and bullying is not easily seen. Respectful leadership will also be encouraged so that teachers and support staff are setting a calm example.

Pupils who have been bullied will be supported by:

- The offering of an immediate opportunity to discuss the experience with their form tutor/ Leaders of Learning /SLT line manager/Vice Principal (Inclusion) or a member of staff of their choice.
- Improved supervision in potential problems areas
- Meeting with parents/carers and students to support ways to support the victims of bullying
- Reassurance from staff.
- The offer of continuous support/mentoring/counselling.
- The restoration of self-esteem and confidence via the pastoral system within the college, the support group approach, active, listening, active counselling-based approaches, quality circles, assertive training groups.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing morality – the wrongdoing and need to change.
- Informing the parents or guardians to help change the attitude of the pupil.
- Parents/carers will be encouraged to be sensitive but firm.
- The college will work in partnership with parents to improve the situation.

The following disciplinary measures may be taken:

- Official warning to cease offending.
- Withdrawal of break and lunchtime privileges.

- Detention.
- Exclusion from certain areas of the college premises.
- Withholding from college trips/sports events/which are not part of the curriculum.
- An internal exclusion in the APB (Alternative Provision Base)
- A period of fixed term exclusion.
- If serious and or persistent, material may be passed to college police liaison.
- Permanent exclusion.
- Incident recorded in the ‘Bullying Log’ by the Leader of Learning and on CPOMS by Vice Principal (Inclusion).

Within the curriculum the College will raise the awareness of the nature of bullying through inclusion in PSHE, enrichment, form tutorial times, assemblies, outside agencies, pupil surveys, peer mentoring, liturgies, and subject areas, as appropriate in an attempt to eradicate such behaviour. Curriculum work will enhance this policy by:

Dealing with bullying in a way which explores why it happens and gives alternative ways of behaving and dealing with difficulties.

Using Anti-bullying week in November to raise awareness of the issues around bullying, how to report it and the negative impact and consequences surrounding this area.

Using teaching methods which encourage cooperative work and a variety of groupings so that students extend their relationships beyond small groups of friends.

Monitoring and Evaluation:

The successful implementation of this policy should be subject to an annual review by the Governing Body. The policy will be promoted and implemented throughout the college.

June 2024

Signed.....

Review Date: June 2026