

St Ursula's Convent School

A Humanities College and Teaching School



Anti-Bullying Policy

As a Catholic School we believe that each person is made in God's own image and likeness. Bullying in all its forms undermines that belief. Bullying gives the message the one individual is deemed to be less worthy than someone else. It therefore runs counter to what we are as human beings and as Christians.

Statement of intent

At St Ursula's we are committed to providing a caring, friendly and safe environment for all our students so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. Bullying can be an individual, group action. It should always be reported and will be treated seriously.

Objectives of this policy

- All governors, teaching staff and non-teaching staff, students and parents/carers should have an understanding of what bullying is.
- All governors and non-teaching staff should know what the school policy is on bullying, follow it when bullying is reported.
- All students and parents/ carers should know what the school policy is on bullying, and what they should do if bullying occurs.
- At St Ursula's we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reports. All reported cases of bullying will be investigated.

Definitions of Bullying

Bullying is the use of aggression with the intention of hurting another person or persons. At St Ursula's we consider bullying to include the following:

- Emotional: being unfriendly, excluding tormenting (e.g. hiding belongings) threatening gestures; threats; interfering in a relationship between peers in order to cause hurt; damaging personal property.
- Physical: Pushing, kicking, hitting, punching or any use of violence.
- Racist: racial taunts, graffiti, gestures.
- Sexual: Sexually abusive comments
- On the grounds of disability
- Homophobic/ Transphobic: Bullying focussing on or because of the issue of sexual orientation- including: transgender bullying
- Verbal: name calling; use of unwanted nicknames; sarcasm; spreading rumours; repeating hurtful comments: teasing.

- Cyber- the use of texts, emails and/ or social networking sites to spread rumours, the sharing of images of a person without their consent, make threats of malign the name of the other student.

Bullying can occur in the following situations and at the following times:

- Travelling to and from school
- In school at any time where there is no staff supervision
- In the toilets
- In lessons
- On the internet, via text messages or any other messaging service
- Around school

Procedures for dealing with reported bullying:

- Any student or member of staff aware of form of bullying or harassment should report it immediately to the relevant person (form tutor, Key Stage Leader or SWO) the incident must be reported on to CPOMS
- Those alleged to have been bullied should be interviewed by a member of the pastoral team and a statement should be written and uploaded to CPOMS
- Those accused of bullying should be interviewed by member of the pastoral team and a written statement should be taken and uploaded to CPOMS. Any possible witnesses should also be seen in isolation and asked to provide written statements.
- On the first occasion (depending on severity and only after an investigation has taken place) the bully/bullies will be reprimanded by the Key Stage Lead/SWO and where appropriate a member of the senior leadership team. Students will be informed about the consequences of any further bullying and told that a record of the incident will be kept on their file.
- Parents of those that were bullied and those who bullied should be informed by the member of staff leading the investigation- this must be done before the member of staff leaves for the day.
- In some cases students involved in the incident will be seen by the school Police Liaison officer.
- In the case of cyber bullying parents/students are advised to share information with the school who will take advice from the school's police liaison officer.
- If a further incident occurs parents/cares will automatically be contacted. The students and parents/ carer will be informed that the bully/bullies will be placed on the school's disciplinary procedures as outlined in the behaviour policy.

Reporting a Racist Incident:

- Students to report Racist Incidents to KSL or SWO
- All incidents will be investigated by the Pastoral Team
- Any parent who needs to report a racist incident is to email via safeguarding@stursulas.com
- This will be followed up and investigated. The parent will be notified that this is happening.
- Incidents of racist abuse result in a fixed term exclusion and the Local Authority are notified.
- All investigations and resulting discussions are logged on CPOMS.

The response to alleged incidents of bullying should be staged depending on the severity of the allegation

Other strategies for reducing the incidence of bullying

- Students who feel that they are being bullied can be referred to a year 10 peer mentors if KS3. This peer mentoring can assist students in resolving disputes. The peer mentors are supported by KSL and SWOs.

Students are helped with the development of their assertiveness and have their awareness of the negative effect of cyberbullying raised during PSHE and assemblies, and other activities held on enrichment days throughout the year and during national anti-bullying week.

- Bullies can be helped to change their behaviour by support from the SWOs or by receiving counselling or other relevant services.
- If appropriate, restorative justice conferences can be held between the bully/bullies and those who have been bullied.

Monitoring bullying

Bullying incidents will be monitored on a termly basis with a view for looking for patterns in terms of types of bullying e.g. Racist, Cyber, Physical

Responsibilities

Class teachers

Use social perception or reports from students to identify any possible bullying and report this to the KSL/Form Tutor

Form Tutors

Use social perception or reports from students or teachers to identify any possible bullying. Pass on concern to the SWO/KSL/ Form tutor.

Outcomes

- **Bully should be encouraged to apologise to the victim. If a face to face meeting is not always appropriate, a written apology must suffice.**
- **An appropriate sanction should be placed upon the bully.**
- **If possible the bully and the victim should have reconciled. This is not necessarily an easy process and caution should be exercised. The main thing is ensuring behaviour stops and the victim is and feels safe. The views of the bullied students regarding any reconciliation meeting are paramount.**
- **In serious cases exclusion will be considered.**
- **After any case of bullying has been dealt with, each case will be monitored in order to ensure bullying does not recur. This is the responsibility of the lead teacher in each incident.**
- **Staff can monitor victims and bullies through follow-up conversations.**

Next review March 2022

