

St. James' Catholic High School

Anti-Bullying Policy

The anti-bullying policy reflects the aims and ethos of the Mission Statement.

"It is the right of every individual to exist in a pleasant, supportive and positive environment."

Every child at St. James' has the right to a secure and safe environment. All members of the school community have a responsibility to ensure that this exists and that any incidents of bullying are dealt with appropriately.

The school will take seriously and investigate all incidents of bullying. The curriculum will include information concerning bullying and anti-bullying procedures. The school's behaviour policy rejects bullying as does the code of conduct for pupils.

Incidents of bullying may occur amongst adults in the workplace. It is for this reason that the school has adopted Stockport MBC's anti-bullying policy.

Definition

"Bullying is a deliberate act done to cause distress. It can range from ostracizing, name-calling, teasing, and extortion through to physical assault on persons and/or property. It can be an unresolved single frightening incident which casts a shadow over a child's life or a series of such incidents."

Anti-Bullying Campaign

Other aspects of bullying behaviour include:

- Verbal, physical or psychological intimidation;
- Attempts to make others feel inferior;
- Making demands;
- Offensive remarks of a racial or sexual nature;
- Derogatory remarks concerning family, home life, appearance, race or sexual orientation.

Recognising Bullying

There are a number of behavioural signs, which may indicate that a child is being bullied. These include:

- School refusal;
- Absences;

- Withdrawal;
- Stomach aches, headaches, lack of sleep etc.;
- Deterioration in schoolwork;
- Bad behaviour;
- Physical marks, bruises, scratches, etc.;
- Wishing to remain in class during lunch or break;
- Wishing to remain with adults

Anti-Bullying Procedures

The school will:

- Investigate all incidents of bullying;
- Take a serious view of bullying;
- Take appropriate action;
- Make available resource materials particularly through PHSE;
- Ensure that this policy is given a high profile throughout the school especially by form tutors and heads of year;
- Ensure that all governors, staff, parents and pupils are aware of this policy;
- Ensure good supervision of pupils at all times;
- Include anti-bullying procedures and information in staff INSET.

Action by Staff

Members of staff will:

- Promote the school's anti-bullying policy in class, in assemblies, in PHSE and in RE lessons;
- Use drama, role-play and discussion to consider issues of bullying;
- *If appropriate* interview bullies and the bullied separately;
- Involve the bullied in what happens;
- *If appropriate* have the bully apologise to the bullied;
- Inform the parents of both bully and bullied;

- Use strategies to change the bully's behaviour;
- Involve other members of staff as appropriate, especially form tutors and heads of year;
- Encourage pupils to tell adults of incidents of bullying;
- Encourage peer group pressure against bullying and bullies;
- Apply school sanctions including detentions and other punishments as appropriate in consultation with other relevant members of staff.

It is essential that written records are kept of incidents, interviews and action taken. Therefore, staff are reminded to record incidents using the school's incident report procedures. This should be done by the member of staff dealing with the matter and in serious or prolonged cases of bullying this will involve the head of year, deputy or Headteacher.

Policy approved July 2002

Reviewed: March 2010, March 2011

Next review: March 2012