

SAIN'T CATHERINE'S COLLEGE

Coláiste Chaitríona, Ard Mhacha



ANTI-BULLYING POLICY

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SCHOOL ETHOS AND AIMS

Saint Catherine's College, as a Sacred Heart school, seeks to educate the whole person

- as a responsible member of society
- confident of personal worth
- actively living out Christ's call to know and share his love.

The school aims to provide:

- an education which results in the harmonious, progressive overall development of each pupil
- a community and shared identity in which all members have inherent and therefore equal dignity
- an education for personal responsibility and social justice

ANTI -BULLYING POLICY

Any form of behaviour which is harmful in any way to the development of our students is totally unacceptable in Saint Catherine's College. Our anti-bullying policy therefore aims:

1. to provide for all our pupils a safe, secure, intimidation-free environment in which all can work to realize the school ethos.
2. to educate all the educational partners - pupils, school governors and managers, teachers, parents, ancillary and clerical staff regarding the unacceptability of any form of bullying behaviour so as to create an environment of **ZERO TOLERANCE** for **ALL FORMS OF BULLYING**.
3. to promote an environment and enact procedures which encourage the target(s) of bullying behaviour to report the experience. We guarantee the safety and respect the rights of such pupils by listening, reassuring and thoroughly investigating reported incidents.

4. To devise and deliver programmes which support the target(s) of bullying behaviour and which enable the pupil(s) engaging in bullying behaviour to recognize the unacceptability of his/her behaviour so as to change it.
5. To co-operate fully with other (perhaps) external agencies or authorities if and when appropriate when dealing with bullying behaviour.
6. To evaluate the effectiveness of the anti-bullying policy through regular monitoring and review.

WHAT IS BULLYING?

The word bullying describes complex behaviour and is a word which must be used sensitively and advisedly. In Saint Catherine's College, bullying is understood to be:

Behaviour that is usually repeated, which is carried out by one or more pupils to intentionally cause hurt, harm or to adversely affect the rights and needs of another or others.

Bullying behaviour can be categorized into a number of forms:

- Verbal e.g. name-calling, threatening text messages
- Non-verbal e.g. menacing looks
- Physical e.g. hitting, kicking
- Exclusion e.g. being left out
- Extortion e.g. taking money or property such as a mobile phone
- Cyber e.g. making offensive remarks on chat rooms/threatening by text

Furthermore the school will not tolerate any form of behaviour or attitudes which are:

- Sectarian
- Racist
- Homophobic

PREVENTION

National Anti-Bullying Week

The school signs up to the annual Northern Ireland Anti- Bullying Week, during which each Year Group participates in a range of competitions/assemblies which focus on this issue. All Year 8 pupils also participate in anti-bullying workshops during this week, facilitated by personnel from the Pupil Personal development Unit, EA

Themed assemblies:

Year Heads and members of the school's Management Team address whole school assemblies on the theme of bullying throughout the year. These assemblies are used to remind pupils that bullying behaviour will not be tolerated and that everyone in the school has a responsibility for the safety and well being of others.

Curriculum:

- The issue of bullying behaviour and abusive relationships is addressed throughout the PSHE programme, in Key Stages 3 and 4, and the Living Faith Programme in Sixth Form.
- Concepts associated with bullying behaviour arise naturally through other subjects. English, R.E., Creative Arts and Modern Languages give pupils further opportunity to express their ideas and emotions around this topic.

Anti-Bullying Advice:

The 'Bullying Advice' posters are displayed in every classroom, and in prominent positions around the school. Again these are worked through in a creative and active fashion with all our pupils through PSHE and Form Period time.

Supervision:

Adult supervision of lunch areas, cafeteria, locker areas and corridors etc. is provided throughout the school day.

Anti-Bullying Ambassadors:

A team of Key Stage 3 and 4 pupils have been trained to provide peer support to any pupil who has been the target of bullying behaviour.

Befriender Scheme:

A Sixth Form Befriender scheme operates in the school. Our senior pupils are allocated junior classes to act as Befrienders and a listening ear for any potential troubles. A conflict-resolution module has also been devised which will 'upskill' all pupils in the process of dealing with problematic situations.

The School Code of Conduct and the Classroom Code:

These have been devised and are regularly reviewed with parents and pupils, and both emphasise the rights and responsibilities of all individuals in the school. They are regularly discussed with our pupils.

SUPPORT STRUCTURES:

A range of internal and external support structures which are used to help pupils engaged in bullying behaviour understand and address their behaviour patterns and are also used to repair and strengthen human relationships. These include:

- The Learning Support Programme
- The Chaplaincy Service
- The School Counselling Service
- The Pupil Personal Development Services Team (EA)

PROCEDURES:

- When a bullying incident is reported by a pupil she/he **MUST** be listened to sympathetically and sensitively. Written notes should be taken and appropriate reassurance given. The Year Head communicates with parents/guardians and discusses the incident.
- The situation may then be either:
 1. monitored carefully by the Pastoral Team giving appropriate support to the targeted pupil.
 - or
 2. investigated using the school Anti Bullying procedures.

ANTI-BULLYING PROCEDURES

- The target of bullying behaviour and the pupil(s) displaying the bullying behaviour are interviewed by Year Head according to school guidelines on pupil interviews. Written statements are made and a record kept using Bullying Concern Assessment Form (NIABF)
- Parents of both parties may be contacted.
- Pupil(s) displaying proven bullying behaviour withdrawn from normal class until a Pastoral Interview can be arranged with parents and the Year Head/Head of Key Stage.
- The school framework for dealing with serious pastoral issues is activated at this stage.

The School Code of Conduct clearly outlines the following possible sanctions to be used in a proportionate fashion in the event of proven cases of bullying behaviour:

1. Register on the school's Learning Support Programme for Individual Learning Plans to be devised and monitored.
2. Special Retention.
3. An agreed form of school service.
4. A period of Suspension from school - length determined by the School Principal.
5. In the case of very serious, proven and sustained bullying behaviour the question of EXPULSION arises.

In all cases of bullying, the pupil who has been bullied and the pupil(s) engaged in bullying behaviour will be fully supported by the school's Pastoral system. If appropriate, the help and expertise of external agencies will be sought and used to work with both parties.

LINKS TO OTHER SCHOOL POLICIES

This policy is set within the broader school context of Pastoral Care and, as such, should be read in conjunction with the following school policies:

- Child Protection policy
- Acceptable Use of the Internet policy
- SEN policy

- Positive Behaviour policy

REVIEW

This Anti- Bullying Policy has been revised following consultation with pupils, parents and staff and will be reviewed annually.