



ST WILFRID'S CATHOLIC SCHOOL

ANTI-BULLYING POLICY

“Love must be sincere. Hate what is evil; cling to what is good. Be devoted to one another in sibling love. Honour one another above yourselves.” Romans 12:9-10

Aim:

To ensure that every person is able to learn and develop fully in an environment free from intimidation.

Definition:

Bullying can be Direct or Indirect*. It is not a one off act of aggression but is repeated and can make the victim feel threatened and helpless.

* Types of Bullying

There are three types of bullying:

- **Direct physical bullying** e.g. hitting, tripping and pushing or damaging property.
- **Direct verbal bullying** e.g. name calling, insults, homophobic or racist remarks, verbal abuse.
- **Indirect bullying** – this form of bullying is harder to recognise and often carried out behind the bullied student's back. It is designed to harm someone's social reputation and/or cause humiliation. Indirect bullying includes:
 - Lying and spreading rumours
 - Playing nasty jokes to embarrass and humiliate
 - Mimicking
 - Encouraging others to socially exclude someone
 - Damaging someone's social reputation and social acceptance
 - Cyber-bullying, which involves the use of email, text messages or chat rooms to humiliate and distress

Principles:

1. To promote self-worth and mutual respect among all members of the school community as unique individuals created in the image and likeness of God.
2. To promote a climate of trust and openness which encourages the reporting of incidences of bullying.
3. To ensure that there is always an immediate and appropriate response to bullying.
4. To ensure that all adults challenge intimidating, offensive behaviour/language and provide positive role models for students.



5. To provide adequate supervision at all times.
6. To provide 'safe havens' for potentially vulnerable students.
7. To support potentially vulnerable students.
8. To support the 'bully' in effecting a change in his/her behaviour and to seek a reconciliation with the victim if possible.

Procedures

1. To ensure that the anti-bullying policy is published in all classrooms and made available to parents on request. (Responsibility of tutors, subject teachers, administration staff).
2. To ensure that the subject of bullying is discussed regularly in tutorial and SES time, during assemblies and via curriculum content where appropriate. (Responsibility of tutors, subject teachers, Leadership Team, Chaplain and PCSO)
3. To provide regular INSET for all staff to raise awareness of bullying. (Responsibility of Leadership Team.)
4. To target adult supervision at vulnerable locations during break. (Responsibility of Leadership Team and PCSO.)
5. To ensure that 'safe havens' are easily accessible to students. (Responsibility of Year Leaders, Pastoral Support Manager and SENCO.)
6. To identify potentially vulnerable students and match them with an adult or peer 'buddy'. (Responsibility of Year Leaders.)
7. To undertake regular surveys so that students' voices are heard. (Responsibility of Leadership Team and School Council)

KGH March 2011

Ratified at the Full Governors Meeting on 16.5.11

This Policy is next due for review in January 2013