Anti-bullying Policy

Reviewed: 09.26
To be reviewed: 09.28

St Vincent's is committed to providing a caring, friendly and safe environment for all of our young people to live and learn in a relaxed and secure environment; where respect for all cultures, religion, gender and disability is encouraged. The school believes that all staff and pupils have the right to feel safe and secure in the school environment.

Working in partnership with pupils and parents/carers, the school:

- ensures a zero tolerance towards bullying in this school
- maintains a safe environment for all pupils and staff
- will reassure pupils, who feel bullied, that they will be listened to, taken seriously and that their reported experience will be thoroughly investigated and action taken, if necessary.

St. Vincent's School will ensure that everyone: -

- is treated equally
- takes responsibility for their own actions
- has a friendly atmosphere in which to live, learn and work
- on school premises will follow the safer practices of the school

The school encourages the following values:

- respect for self
- respect for others
- responsibility for their own actions

- responsibility for their family, friends, school and wider community

Definition of bullying and Cyber-bullying

Bullying is defined as an act of aggression causing embarrassment, pain or discomfort to someone**.**

Following consultation with pupils:

Bullying is:

- Ignoring people.
- Physical abuse.
- Making fun of people.
- Taking other peoples possessions
- Calling people names.
- Spreading rumours.
- Threatening people.
- Pulling faces at people.
- Having a bad attitude.
- Giving people dirty looks and rude signs.
- Making someone unhappy.

Bullying is not:

- Something that makes you look clever.
- Something that makes you better than anyone else.
- Arguing with friends.
- An accident.
- Nice.
- Playing with a friend.
- Funny or a joke.
- Giving good advice to one another.
- Doing something nice for someone.
- Acceptable.

Cyber-bullying is defined as a form of bullying that is perpetrated using electronic forms of contact such as mobile phones, internet. Some examples include:

- misuse of social media to hurt or humiliate another person

- sending offensive or threatening messages via email or text
- posting offensive, humiliating or threatening images/messages on social media

If a pupil feels that they are being bullied they know that they can talk to any of the following: -

- A member of staff.
- The Designated Safeguarding Lead (Mr Swanston) Safeguarding Officer (Mrs Warburton) /Family Liaison Officer.
- Parents.
- Childline
- Bully-busters

If a pupil feels unable to speak to an adult about a worry or concern, a friend may speak on their behalf.

Procedure

Following an allegation of bullying:

- Be mindful of the effect of the allegation upon all parties involved
- Listen and reassure pupil
- Alert staff of pupils' concern, and impact upon school/care environment
- Investigate the concern/actions by speaking to all parties involved, checking records (CPOMS) , collate and review evidence/responses
- Inform SLT and discuss if necessary
- Inform parents
- Decide upon the most appropriate course of action e.g. contacting relevant professionals, victim support groups, LADO, police, placing LA
- If proven, a risk assessment would be put in place and monitored.
- All incidents which require a sanction are reported to the Principal and recorded in the Sanctions Book.

Training on anti-bullying forms part of the staff CPD cycle.

Awareness

Through group meetings pupils give ideas that inform workshops. Throughout the school year pupil are involved in workshops covering issues relating to behaviour, health care, bullying and healthy relationships.

Staff and pupils have participated in workshops led by outside agencies which raise awareness on the subject of bullying and relationships.

Monitoring

Staff are required to read the log book daily which is closely monitored by the Principal. The Family Liaison Officer and the Pastoral and Independence Skills Manager, regularly monitor incidents recorded in the log book. This ensures that concerns re: pupil well-being and behaviour are addressed.

Evaluation

The frequency of incidents of bullying is monitored and evaluated, and appropriate actions taken and subsequently evaluated.

Appeals

Where either party is dissatisfied with the outcome of the investigation a review may be requested.