ST. ILLTYD'S CATHOLIC HIGH SCHOOL

POSITIVE RELATIONSHIPS POLICY (ANTI-BULLYING) 2020

"Together in Christ, we make a difference"

The mission of St Illtyd's is to be a Catholic school where every individual is highly valued and where care and concern for others is the foundation of our work. All our students are expected to achieve their full potential and become equipped for adult life.

Introduction

Definition: Bullying is the persistent, willful, conscious desire to hurt, threaten or frighten another, either physically or verbally and to put that person under stress.

Rationale: Pupils at St. Illtyd's Catholic High School and their parents are entitled to expect an education free from fear or abuse. It is the responsibility of all staff and governors to provide a listening, caring and protective environment in which each child is able to fulfill his/her potential.

Our school accepts that bullying can affect everyone, not just the victims and the bullies. It can affect other children who witness the incident and cause them and staff distress. Our school recognises that bullying is not an inevitable part of school life, or a necessary part of growing up and that it rarely sorts itself out. No one person, or group, whether staff or pupil should have to tolerate bullying and it is the ultimate aim of our school to address all the issues surrounding bullying.

Our school recognizes that bullying can occur through several types of anti social behaviour. It can be:

- Physical
- Verbal
- Indirect
- Damage to property or theft
- Racial Abuse
- Cyber bullying i.e. bullying via electronic means

Aims

1. To build an anti-bullying ethos which allows all pupils to partake of our inclusive society.
2. To promote a caring, supportive, environment in keeping with the school's Mission Statement.

Objectives

1. To provide advice (and training) about what constitutes bullying and how to tackle it for; pupils, parents, staff and governors.
2. To encourage a culture of zero tolerance to bullying by students, staff and parents.

3. To offer immediate and continuing support for the victim, the bully and their respective families.
4. To change the mindset to be more preventative rather than reactive.
5. To encourage parents to be 'active partners' in our anti-bullying campaign.

Action to be taken when bullying is suspected

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:
Help, support and counselling will be given as is appropriate to both the victim and the bully.

We support the **victim** in the following ways:

- By offering them an immediate opportunity to talk about the experience with a member of staff.
- By reassuring them that their allegations are being taken seriously and will be dealt with in the appropriate manner.
- By offering continued support when and if they need it.
- If necessary informing the victim's parents / guardians.
- By implementing one or more of the sanctions listed below to prevent more bullying.

We discipline, yet try to help the **bully** in the following way:

- Staff discuss the incident with the bully to discover why they became involved and to raise their awareness of the consequences of their behaviour.
- By continuing to work with the bully in order to eliminate prejudiced attitudes as far as is possible and to assist them to modify their anti social behaviour.
- If necessary informing the bully's parents/guardians.
- By implementing one or more of the sanction listed below to prevent more bullying.

Sanctions

- Verbal Warning – Bullying Incident Log completed.
- After School detention – Parent informed
- Internal Exclusion – Parent invited to school.
- Strong sanctions such as exclusions may be necessary in cases of severe and persistent bullying.
- Pupils who bully may be required to sign an anti-bullying contract.

(The school complaint procedure does not pre-empt the right of parents to make a direct complaint to police).

"Where serious violence is involved, the Headteacher can and should normally permanently exclude a student. Appeal panels have been told that they should not seek to overrule such a decision on appeal"
(Bullying – Don't suffer in Silence, DfEE 0064/2000, 12/00)

REPORTING PROCEDURES FOR BULLYING INCIDENTS

- A written record must be made on an incident sheet by the member of staff who interviews the reporter of an incident, the victim, alleged bully or observers.

- Where an allegation of bullying has been made, the alleged perpetrator should be isolated where appropriate while the matter is thoroughly investigated.

- If a complaint is upheld the perpetrator will be issued with a formal warning and if the incident is serious or is repeated, the parents will be informed.

- In the case of severe or repeated incidents, parents may be requested to attend a Headteacher's/Governors' panel.

Review

The Headteacher, SLT, Inclusion Manager and staff will review this policy in the Spring/Summer Term 2021

ST. ILLTYD'S CATHOLIC HIGH SCHOOL
BULLYING INCIDENT FORM

This record may be used for further investigation.

Date: _____ Approx. Time _____

Name of Complainant _____ Form _____

Name of Alleged Perpetrator_____ Form _____

Name of Witness_____ Form _____

Nature of Incident

_____

_____

_____

_____

_____

_____

Have You:-

Reassured the child ☐

Referred to HOY ☐

Removed alleged bully to ER ☐

Any further information which may be relevant

_____

_____

_____

_____

Signed: _____

Date: _____

Please pass copies to the Head of Year of both the victim and the perpetrator.