

Bullying

Reviewed Date:
Adopted by the Governing Body :
To be reviewed date:

It is recognised that, in order for St Bede's to be effective in tackling the problem of bullying, all members of the school community need to be involved. The Deputy Head (Pastoral) will ensure that the following know the school's policy on bullying and apply it consistently:

- Students
- Parents
- Teaching Staff
- Non-Teaching Staff
- Canteen Staff
- Lunchtime Supervisors
- Governors
- Agencies working with the school
- Coach Drivers

By involving the whole school community we are making everyone aware that the school is serious about tackling bullying.

Our aims:

- The policy will help develop the Christian way of life in St Bede's
- To prevent bullying occurring
- To deal with bullying when it occurs
- That the Bullying Policy will strengthen the school's Discipline Policy
- The policy will fit in with our PSHE programme

With these aims in mind St Bede's School believes that bullying can involve:

- Actions or words which hurt someone
- An intrusion on an individual's 'self'
- An intention of hurt
- The victim feeling threatened, humiliated and afraid

The Heads of Year will ensure the effective working of St Bede's policy on bullying in the context of the school Discipline Policy as appropriate.

- 1 All members of the school community are made aware of the school's Discipline Policy and procedures for reporting and investigating incidents.
- 2 All staff are given guidelines and the necessary training to listen to victims, witnesses and bullies.
- 3 Ensure a statement about the St Bede's policy towards bullying is included in the School Prospectus.
- 4 Check that Guidelines for Good Relationships are displayed prominently within school and that students are made aware of them.
- 5 Through the Student Support Group, ensure that issues related to bullying are included in the PSHE programme and that these include coping strategies.

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- 6 Encourage curriculum areas to include, where possible, work related to bullying.
- 7 With the Student Support Group, develop a programme for integrating new students who join St Bede's during the school year.
- 8 Appoint bus prefects to help prevent, monitor and report on incidents of bullying on school transport.
- 9 Through the Deputy Headteacher, arrange training for all Year 11 students in order for them to carry out their duties effectively and to support younger students.
- 10 Inform parents of the sort of signs to watch for which may indicate their child is being bullied.
- 11 Through the Head of Lower School, ensure that all new intake students are made aware of the school's policy on bullying and that they know who to speak to.
- 12 Keep full records of all incidents and resolutions following any investigations.
- 13 Ensure that areas of the school which are conducive to bullying are identified and appropriately supervised at all times.
- 14 Evaluate and monitor the effectiveness of the St Bede's policy on bullying and update and modify where required.

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Appendix I

Guidelines for good relationships in St Bede's School

Checklist

- Think carefully before you act or speak
- Think of the other person
- Treat others as you would wish to be treated
- Stay out of trouble or arguments
- Try to stop other people from causing trouble
- Help people who are having trouble. (For example, you could stick up for them, or tell an adult - then or later)

If you are ever bullied or threatened - tell someone

- It always helps
- If you can, tell the member of staff who is responsible for you at the time
- Or tell your tutor as soon as you can
- Or tell any adult in school, e.g. Head of School, the Chaplain or the School Nurse
- Or tell a friend, and ask them to tell an adult
- Or tell someone at home, and ask them to tell school

You can expect

- To be listened to
- That the School will help to sort out the problem

If you know that others are being bullied or threatened

- **Always** report it. School needs to know, so that we can help
- **Never** join in. Try to help the person being picked on

If you bully or threaten others

- Your parents will be informed, and may be asked to come into school to talk about it
- An account of the incident will go into your file
- You will be seen by the Head of Upper/School, who will decide the next step
- Serious or repeated bullying results in exclusion from school