



NOTRE DAME HIGH SCHOOL

ANTI-BULLYING POLICY

"We believe that all students are unique and of equal value regardless of academic ability, class, creed, gender, race or wealth".

(Mission Statement)

This policy needs to be read and reviewed in conjunction with the Reasonable Adjustment Policy and Equality Duty.

Bullying is a serious issue and we all must meet the challenge of creating a safe and secure community for everyone.

The definition below has been reached through consultation with parents, Governors, teaching and non-teaching staff and students. The intention is that everyone will have a clear understanding of what is meant by 'Bullying'.

Bullying is when another student or group of students repeatedly cause personal physical or mental suffering, however great or small. It is teasing, practical jokes, threatening, name calling, ignoring people, dirty looks and other things which cause hurt.

- Everyone is entitled to speak to someone if they are being bullied.
- Everyone is entitled to receive help and care if they are being bullied.
- Everyone has responsibility to help and care for students who are being bullied.
- All incidents of bullying will be thoroughly investigated before any action is taken.

All staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but may not be limited to:

- Bullying (including cyberbullying)
- Physical abuse such as hitting, kicking, biting, hair pulling, or otherwise causing physical harm:
- Sexual violence and sexual harassment;
- Sexting (also known as youth produced sexual imagery); and
- Initiation/hazing type violence and rituals.

There are people capable of bullying in every school, however through education and promotion of tolerance and respect, we aim to proactively ensure a safe school environment. In order to effectively deal with any suspected incident of bullying, it is expected that all staff and students report concerns so that swift action can be taken.

Incidents which occur outside school will be dealt with if they impinge on the safety and welfare of members of our school community or bring the school into disrepute.

**"If you have love for one another, then everyone
will know that you are my disciples"
(John 13.35 G.N.B.)**

Bullying can take many forms, these can include:

Personal Non Physical abuse

This includes things like:-

- Making repeated fun of students' appearance, ability, home, etc.
- Name calling
- Threatening with physical violence
- Spreading malicious rumours
- Isolating a student

Personal Physical Abuse

This includes things like:-

- Deliberately causing physical injury (*hitting, pushing, kicking, punching, etc..*)
- Inappropriate physical contact
- Spitting

Taking or damaging the belongings of others

This includes things like:-

- Taking students possessions
- Demanding money from students
- Spoiling work
- Damaging belongings

Racist or Homophobic bullying

This includes things like:-

- Making any derogatory reference to a person's ethnic origin, culture or language
- Making any derogatory reference to a person's gender or sexuality.

Cyber Bullying

This includes things like:-

- Any form of Personal Non Physical, Racist or Homophobic abuse which occurs via electronic means of communication eg. Texts, messaging services, social networking sites, etc.
- Sharing of personal information, images or video of another student without their permission.

Our response to any incidents of bullying will be carefully considered and be based around restorative practices and our ethos. If sanctions are required they may include one or more of the following responses as appropriate for the circumstances.

- Verbal reprimand
- Detention
- Behaviour reflection activity
- Meeting with parents and a member of the Pastoral Team/SMT.
- Replace belongings or money
- Bus Ban (in consultation with the Bus provider)
- Repairing damaged property
- Mobile device ban in school
- Teaching/Form group move
- Isolation
- Repeated bullying will be taken very seriously and may lead to exclusion

In all cases the school will ensure:

- Parents of all students involved will be notified.
- Support is provided for the victim of any bullying incidents.
- An opportunity for a restorative meeting between students and if necessary families will be facilitated.
- Any additional required support measures are put in place to try and ensure there is no future repetition of events.

Review Date: June 2019

Next review: June 2022

Review Mechanism: Governors Curriculum and Welfare Committee

Update: June 2019

