



ST ALOYSIUS' COLLEGE

Anti-Bullying Policy

St Aloysius' College

Rationale

Respecting Others

In a Jesuit school, academic and co-curricular pursuits take place in a strongly moral context. The attitudes and values of this context are those of Christ's radical command to love one another as I have loved you (Jn 13:34), where this love means putting others first (Mk 9:35).

Pupils are taught, encouraged and expected to develop and maintain a strong personal integrity that is truthful, generous, courteous, and considerate of the needs and feelings of others. They are expected to have a positive and purposeful attitude to their studies and school lives and to their relationships with staff and other pupils.

Every pupil has a right to be treated with respect and, as a Jesuit school, members of our community should always show concern for one another, treating each other with consideration for feelings, individuality and personality.

United Nations Convention on the Rights of the Child (Legal Framework)

All children and young people have rights which are listed in the United Nations Convention on the Rights of the Child, sometimes called UNCRC. This includes the right to a childhood, an education, to be treated fairly, to be listened to, and to be as healthy as possible. These rights are reflected in the policies and legislation of the Scottish Government and in turn shapes our Child Protection, Safeguarding and Anti-Bullying Policies.

Getting It Right For Every Child

St Aloysius' College embraces *Getting It Right For Every Child* and believes that mental, emotional, social and physical well-being are essential for successful learning. The College strives to create an environment and ethos where every child feels safe, happy, healthy, achieving, nurtured, active, respected, responsible and included. The College uses these well-being indicators as a prompt to identify initial areas of concern and for continued monitoring of pupils.

The College's Child Protection Policy clearly sets out our aim for all pupils: "St Aloysius' College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The College upholds every child's right to the care and protection that promotes their human growth and sense of personal worth and dignity” - providing a safe and supportive environment for children's life and learning in school. Bullying clearly undermines and defeats these aims and is something, when it does occur, the College is committed to dealing with in a consistent and effective way.

Successful implementation of the Anti-bullying policy will lead to a number of outcomes including everyone in the College feeling valued, listened to and supported, regardless of race or ethnicity, gender, faith or religion, sexual orientation or any disability a person may have.

Bullying

Bullying involves the imbalance of power, and it is personal to the individual child. Bullying is causing distress, either mental or physical, to others by hurting them with words or actions, or by making them feel embarrassed, excluded or threatened. The College expects that bystanders do not condone this behaviour and would encourage them to speak to their parent, a member of staff or a trusted adult.

There is no single type of behaviour that defines bullying; it comes in many different forms. It can range from a single incident to something more frequent. It should be recognised that a single incident can have serious consequences when talking about bullying behaviour. It is never helpful to label children and young people as ‘bullies’ or ‘victims’. Labels can stick for life and can isolate someone, rather than helping them to recover or change their behaviour.

Aims of our Anti-Bullying Policy

This policy aims to:

- (a) **PREVENT, REDUCE and RESPOND effectively to bullying situations**
- (b) to rebuild relationships
- (c) to develop appropriate social skills and attitudes in the people on the receiving end of the bullying and people involved in bullying behaviour
- (d) to promote and reinforce at every opportunity the Christian ethos of care and respect for the individual
- (e) encourage ‘speaking out’ by those who are affected by bullying behaviour
- (f) tackle incidents of bullying systematically, consistently and efficiently
- (g) educate everyone that bullying is not tolerated at the College
- (h) to educate everyone that standing up to bullying is our collective responsibility

This will be achieved by:

- publicising our Anti-bullying policy throughout the whole school community
- recognising the need to have the cooperation of all Governors, staff, pupils and parents in preventing bullying
- having shared expectation about how we treat and respect each other
- having a coherent framework for addressing bullying issues
- having a commitment to anti-bullying education
- listening to and acting upon reports of bullying
- resolving incidents of bullying by reconciling and educating those involved
- educating pupils in the consequences of bullying behaviour

Bullying can take the form of:

Physical
Verbal
Indirect
Prejudice-based
On-line

Physical:

Behaviour can include – hitting, kicking, tripping, pushing or stealing/damaging the property of another person.

Verbal:

Behaviour such as teasing, putting down, threatening or name-calling.

Indirect:

This form of bullying is harder to recognise and often carried out behind the pupil's back. It may harm someone's reputation and/or cause humiliation.

Prejudice-based bullying:

Children and young people can experience bullying because they are perceived to be different. The Equality Act 2010 (the Act) consolidates and harmonises a range of equality legislation which provides protection from discrimination, harassment and victimisation. Prejudice-based bullying behaviour can be physical or verbal. It is also a form of discrimination.

The following are ways in which bullying behaviour can be motivated by prejudice:

Race and Ethnicity
Gender-based
Faith and Religion
On grounds of disability
Sexual orientation
Equality and diversity
Looked after children
Young carers
Socio/Economic factors
Body image issues

On-line bullying:

On-line bullying defines bullying behaviour that takes place via electronic devices, over the internet through emails, social networking websites, apps or online gaming. Text messages or images which hurt, intimidate or embarrass another person are sent or posted on internet sites. A specific danger of on-line bullying can be the illusion of anonymity.

Prevention Strategies:

Staff, parents and pupils of St Aloysius' College work together to reduce bullying behaviour by promoting positive relationships and supporting the development of an environment in which everyone is valued and respected.

The following prevention strategies are used:

- Teachers and support staff model Christian values in their daily teaching and learning.
- Raising awareness of the issues through school assemblies
- Including on-line awareness in class e.g. computing classes
- Presentations to stimulate debate and discussion
- Challenging unacceptable behaviour and language
- PSHE Curriculum
- Pupil Voice
- Advice and support from *Respect Me* (Scotland's Anti-Bullying Service)
- In-Service training for staff
- Assistant Safeguarding Officer with remit for E-Safety
- Pupil E-Safety Committee – Junior/Senior School
- Working in partnership with parents
- Effective pastoral care system

Reporting

In the first instance, pupils are encouraged to speak to their parents or a member of staff:

- Head of Year (Senior School) or Head of Section (Junior School)
- Class teacher

A class teacher will pass the information to the appropriate Head of Year (Senior School)/Head of Section (Junior School).

Below are the procedures which will be followed by the College when a complaint or report of bullying is received:

- All complaints and reports will be referred by whom it is received to the appropriate Head of Year (Senior School)/Head of Section (Junior School)
- The Heads of Year (Senior School) will notify the Depute in all cases, who will provide support and guidance or intervene if required. The Head of Section (Junior School) will notify the Head of Junior School and will provide support and guidance, or intervene if required.
- The Depute and Head of Junior School will also monitor the frequency of incidents and any patterns of locations and individuals involved, and propose arrangements that can help in the reduction of opportunities and reasons for bullying. The Depute (Senior School) and Head of Junior School will maintain a log which will record all instances of what is deemed to be bullying behaviour.
- On receiving a complaint or report of bullying, the Head of Year (Senior School)/Head of Section (Junior School) will investigate the matter thoroughly. At all times the pupil voice will be taken into account.
- A decision will be made by the Head of Year/Head of Section as to the appropriate action in consultation with the Depute/Head of Junior School. Restorative practices should be used if deemed appropriate.
- The Head of Year (Senior School)/Head of Section (Junior School) will be responsible for the well-being of all those involved in any bullying incident.
- The Head of Year/Head of Section will keep parents informed of progress and decisions taken.
- A written report will be kept on 3sys database.
- Where appropriate Senior leaders will become involved if sanctions include formal parental meeting, Formal Caution or Suspension.
- Any instance of continued bullying or intimidation after an investigation and warning will result in further sanctions. The school reserves the right to ask a pupil to leave the College who is responsible for serious bullying, even in first cases.

Responsibilities

Responsibilities of all staff:

- Everyone has a shared responsibility to report incidents of bullying behaviour. In addition, everyone should endeavour to respond in an open and respectful manner towards pupils who raise concerns.

Responsibilities of pastoral staff:

- All reports of bullying behaviour will be taken seriously and investigated using the procedures outlined.

Responsibilities of pupils:

Bullying is not tolerated at St Aloysius' College. If you bully, you can expect the situation to be taken seriously. If you are on the receiving end of the bullying you must tell someone who has the power to do something about it – your parents, a teacher, or your Head of Year/Head of Section. Often people on the receiving end feel that reporting bullying will make things worse – this is not true. A report of bullying will be dealt with carefully and everything will be done to make sure that the bullying stops and that there are no repercussions for you. You have a right to feel safe and happy as part of the College community and to be treated with respect – don't let anyone else take away that right.

Pupils should:

- tell someone who can do something about it
- report any incidents of bullying behaviour that they witness
- keep or print any threatening or harassing emails, texts etc.
- take responsibility for behaving in a respectful way when using technology to communicate with peers and be aware that on-line bullying can be regarded as criminal activity
- agree to work together with the school to resolve any bullying incidents
- ensure their own behaviour does not make others feel worried or upset

Responsibilities of parents:

Parents should:

- take their child's concerns seriously
- report concerns or suspicions of bullying to the Head of Year (Senior School)/Head of Section (Junior School), as early as possible
- appreciate that the whole story may be quite complex with blurred recollections, circumstances and perceptions of what happened
- endeavour to work together with the school to resolve any issues and allow an agreed period of time for the school to implement strategies for resolution
- should co-operate with any consequences (including sanctions) which are decided by the College.

Parents who are not satisfied with the action that has been taken, should refer the matter to the Depute (Senior School) or Head of Junior School.

Useful websites/contacts:

www.respectme.org.uk T: 0844 800 8600

Respect me works with all adults who have a role to play in the lives of children and young people, to give them practical skills and confidence to deal with bullying behaviour.

www.childline.org.uk T: 0800 1111

Childline Bullying Hotline 0800 44 1111

Can offer email support and safe chat rooms for children and young people.

Information for adults supporting children or young people.

www.ceop.gov.uk T: 08700003344

Training, publications and information about online safety and tackling exploitation of children.

Offers advice and information for children, parents and professionals.

www.unicef.org T: 0844 801 2414

Information on children's rights around the world.

Policy created by: Mrs Isabelle Erskine

Date created: November 2014

Policy updated: June 2015

Policy reviewed: November 2016

Policy to be revised: January 2017 with *Respect Me*