



HOLY TRINITY CATHOLIC SCHOOL ANTI-BULLYING POLICY, September 2018

Holy Trinity is a strong community with positive working relationships between students. We believe that every child has the right to realise their potential in a happy and safe environment. Bullying is a behaviour that causes distress and is seen as unacceptable at Holy Trinity Catholic School.

This Policy has been drawn together with the input of the Pastoral Team, Chaplaincy team and student representatives of the Fab team

Equality

At Holy Trinity Catholic School it is our aim in respect of both students and staff to eliminate unlawful discrimination, advance equality of opportunity and encourage good relations amongst and between those of all races, spoken language and accent, abilities, sex, religion or belief, sexual orientation, gender identity, illness, mental health, disability, maternal condition, age or marital/civil status.

Definition of Bullying

Bullying can be defined as 'behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group, either physically or emotionally'.

Bullying involves an imbalance of power and all types of bullying are damaging to an individual's well-being.

Bullying can take many forms, but includes:

- Physical bullying – any form of violence such as hitting, pushing, tripping, slapping, spitting, stealing or destroying possessions, any unwanted physical contact or denying an individual access to their property
- Verbal bullying – name calling, spreading rumours, making threats, sexist, racist or homophobic language
- Emotional bullying – isolating an individual from a group or activities related to the peer group, lying and spreading rumours, negative facial or physical gestures, menacing or disrespectful looks, playing nasty jokes to embarrass and humiliate, mimicking unkindly, encouraging others to socially exclude someone, damaging someone's social reputation or social acceptance
- Cyber bullying – sending threatening or insulting emails, text messages, photo's/videos or posting unpleasant messages on social networking sites, imitating others online or using their log-in, posting/taking photos of a person without their permission, sending sexually explicit messages or photos/videos, prank calling

At Holy Trinity we aim to take both a proactive approach to anti-bullying and also to take action when an incident of bullying is reported.

Active strategies to discourage bullying:

- Tutors and subject staff are aware of social relationships between students; subject and support staff are encouraged to discuss any concerns with tutors and Heads of Year
- Through the curriculum, assemblies and other activities, students are educated on what constitutes acceptable social behaviour and how to be role models of anti-bullying behaviour. Students are encouraged to work in the Holy Trinity Way, fostering co-operation, tolerance and respect for others.
- Students are given a clear message that bullying is not tolerated at Holy Trinity and that everyone is expected to work together to ensure it does not happen.
- Peer mentors and prefects are trained in awareness of bullying, giving them the skills to support students seen to be vulnerable or potential victims of bullying.
- Students and parents are urged to report any incident of bullying immediately.

Process for dealing with bullying incidents:

Any report of bullying will be taken seriously and dealt with in a consistent and delicate manner, taking care not to victimise or blame any party. Note that labelling a student as a bully is counter-productive and unhelpful, although referring to 'bullying behaviour' is appropriate.

The emphasis is on supporting all parties in order to find the root of the problem, steering away from the tendency to talk about specific incidents and instead focussing on how certain behaviour makes the student feel.

Students demonstrating bullying behaviour must not be accused or labelled, but supported, encouraged and given a chance to rectify their behaviour. The onus must be on the students involved to search for a solution to the problem and this may involve working with the bystanders and victim. Students must be helped to demonstrate socially acceptable behaviour and to have compassion for the victim.

Sanctions such as exclusion or internal isolation may be applicable if students displaying bullying behaviour are intransigent over time and all other avenues are exhausted in line with school behaviour policy.

Logging Incidents-

All reported incidents of bullying must be logged on the school system (bromcom) centrally, including how the incident is responded to by the school. The central log will be held by the Pastoral Support Team in the Head of Year office. Records will be retained for the current year plus 3 years.

This Policy should be read in line with other policies, including Attendance, Safeguarding and Child Protection, SRE and Behaviour policies.

This Policy is due to for review bi-annually.

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