

ST. DAVID'S HIGH SCHOOL

BULLYING/ ANTI BULLYING POLICY

**Reviewed by Governors
October 2024**



ANTI-BULLYING POLICY

Everyone at St. David's High School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve their potential. We are committed to providing a caring, friendly and safe environment for all pupils so that they can learn in a secure atmosphere. Bullying of any kind is unacceptable at our school. It is everyone's responsibility to prevent this happening.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

Definitions of Bullying.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting, threatening gestures
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Online/mobiles setting up web-sites to target pupils, abusive calls/text messages.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- Pupils and parents should be assured that they will be supported when bullying is reported.

Actions to tackle bullying

Prevention is better than cure so at St. David's, we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum wherever possible to reinforce the anti-bullying ethos and help pupils to develop strategies to combat bullying type behaviour. Clear guidelines are given to pupils as information in their homework diaries. Pupils are told that they must report any incidence of bullying to an adult within school and that when another pupil tells them that they are being bullied or if they see bullying taking place, it is their responsibility to report their knowledge to a member of staff.

If bullying does occur, the following action will be taken:

1. The class teacher, Heads of year, members of the school leadership team or Headteacher must deal with complaints promptly. Where a complaint is received during class the class teacher must take appropriate action. This may involve
 - A) investigating the incident further, or
 - b) referring the incident to an appropriate colleague.
2. Complaints passed on either by children or parents to a member of staff will be investigated promptly and positively and appropriate staff kept fully informed.
3. Bullies will be brought to task and be made aware of the anti-social nature of their behaviour and to the effect it has on the victim. They will also be expected to apologise to the victim. Opportunities will be offered for the victim to be counselled where appropriate.
4. Where the bullying is seen to be one factor in a more complex pattern of behaviour, with degrees of guilt on all sides, then a ' no blame approach' will be adopted with a staff member acting as a mediator, as a means of dealing with the situation.
5. Punishment will be through the withdrawal of privileges such as their loss of break/lunch time. Should bullying continue, then further action would be considered. Persistent bullies may find their place at school at risk.
6. Children should be confident that the school would make every effort to protect them from bullying so any incidents, once reported and dealt with will be monitored and reviewed. All reported incidents will be dealt with sensitively and in confidence where possible.
7. Where bullying is suspected, the parents of both bullies and victims will be informed. They will be reminded of the school's policy and be given the opportunity to reinforce the school's attempts to alter the behaviour.

The school ethos will reinforce suitable modes of behaviour. Children will be helped to understand through the curriculum that bullying is cruel and unacceptable and that everyone in the school has an obligation to behave in an appropriate manner.

Our work in PSHE and tutorial time will also aid pupils in developing good social skills and should highlight the types of behaviour which are inappropriate in our school and in society generally.

During school assemblies the pupils are often reminded of the acceptable code of conduct for the school and assembly themes often emphasise the need to respect, tolerate and appreciate others as individuals.

In these ways the whole school community will work to make bullying at St. David's High School an ever-decreasing problem.

Bullying

- Bullying takes different forms –

Teasing	Taking property
Name calling	Hair pulling
Threatening	Pushing
Kicking	Hitting
Spreading rumours	Not speaking to people (friends)
Comments about clothing, appearance or the family	
- How do we know if students at St. David's suffer because of bullying?
- Are there any particular signs that we can look out for?
- What can students do if one of their friends is being bullied?
- What should we do if students tell us they are being bullied?
- Do students feel safe at St. David's – if not, why not?
- Do students feel confident that they can report incidents of bullying – if not, why not?
- If bullying is a problem at St. David's, what can we do about reducing the problem?
- WE mean YOU (the School Council) **AND** US (the staff of the school)

Definition of Bullying

- Bullying can be persistent.
- It is deliberate.
- It is unjustifiable.
- It is unprovoked use of force.
- It can be carried out by an individual OR a group.
- It is NOT when two people have an occasional fight or disagreement.

ENTITLEMENT

- All students deserve to receive their education free from humiliation, oppression and abuse.
- Every student at St. David's High School has a responsibility to take action to care for each other.

In terms of this school, bullying is detrimental to the ethos of the school and therefore against everything we are working towards.