



SAINT AUGUSTINE'S RC HIGH SCHOOL

DRAFT ANTI-BULLYING POLICY

Date approved by Governors:
Review Date: September 2021

School Mission Statement

At Saint Augustine's we believe that every person is made and loved by God. This is why we respect one another. Within our school community our young people will learn to act justly, love tenderly and recognise God in their lives.

Our school helps families to educate their children in accordance with the principles and teachings of the Catholic Church in an environment which inspires, encourages and supports the development of our pupils through nurturing their gifts and talents.

Our school community will keep alive the memory of Jesus through the Eucharist and through the practice of our Faith. We want everyone at Saint Augustine's to experience the joy of the Gospel in their journey through school and beyond.

Together we will work to make a difference in our community and in the wider world. We follow the example of Saint Augustine by stepping out in faith and celebrating our reasons for living and hoping.

We want our school to be a safe and happy place.

We want our school community to be a good place for each of us to be a part of. We will do everything we can to protect and care for everybody who studies or works at St Augustine's.

What is bullying?

We define bullying as behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Forms of bullying include:

Name-calling, taunting, racist remarks, making offensive comments, hitting, kicking, taking belongings, inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups, spreading hurtful and untruthful rumours, peer on peer abuse. Where bullying takes place out of school but affects people within school, the school has a right to investigate this matter.

In our School:

The school recognises that bullying is a reality in society but strives, by example and support, to eradicate it in all forms within our school and to develop in our pupils an appreciation of the value of working to extend this to their wider community. Pupils are encouraged to value each person as a unique creation of God. This philosophy will be reinforced through our daily practices and our school assemblies. By encouraging our pupils to respect, understand and appreciate human diversity we hope to nurture those profoundly important values which lie at the heart of a tolerant and civilised society. All pupils will also undertake work which focuses on bullying issues and it will be made clear that actions and language that are aggressive, offensive, sexist, racist or based on any differences (prejudice-based), are unacceptable and will not be tolerated.

Our School Response

We try to tackle bullying whenever it surfaces so that our children can feel safe. Our staff are around and about on corridors, stairwells and in the playground acting promptly and firmly whenever problems arise. As a result most of our pupils thankfully experience little, if any, bullying.

Many of our older pupils have been trained as “mentors” and help to keep a protective eye on the younger pupils to whom they have individually been assigned. We want our pupils to feel secure in a community which encourages them to speak up against bullying and where they know they’ll be properly protected afterwards.

If children keep quiet when they are being picked on, bullies keep getting away with it. Bullies and their associates are always quick to accuse a child who reports a problem as “grassing” on them. We **must** encourage our children to be **assertive**. The good news is that many more of them are now standing up for themselves. They realise that telling us rather than keeping quiet or hitting back with violence or hurtful language is the best way to deal with bullying. Sometimes it might be easier for a child if they can get a friend to tell a teacher about what has been happening.

We know that parents will always support and reinforce this message at home as well:

Never hit back. Telling a teacher will protect you.

If an incidence of alleged bullying is reported to a member of staff they should:

- Inform the appropriate Year Leader who will interview the alleged victim and determine the extent of the problem
- If appropriate involve another senior member of staff
- When information has been gathered and an initial response given to the alleged victim and the alleged bully, the situation will be discussed with a member of the Senior Leadership Team and a decision made on the action to be taken.
- Actions taken could range from a formal reprimand by the teacher to a permanent exclusion, depending on the severity of the case.

Our aim as a Catholic school is for pupils to experience justice and reconciliation.

We want those who have encountered difficulties to feel supported and protected. We want those who have been unkind and hurtful to face up to what they have done, to see why their behaviour is wrong, to accept their punishment and to apologise. Fortunately, the majority of cases we deal with end with genuine expressions of regret, forgiveness and reconciliation. This is how all conflicts are best resolved. In this way further acts of bullying should be prevented.

In our School:

PUPILS should TELL

Tell someone if they are being bullied or see someone else being bullied

Earn respect by showing respect towards others

Learn to work together and support each other

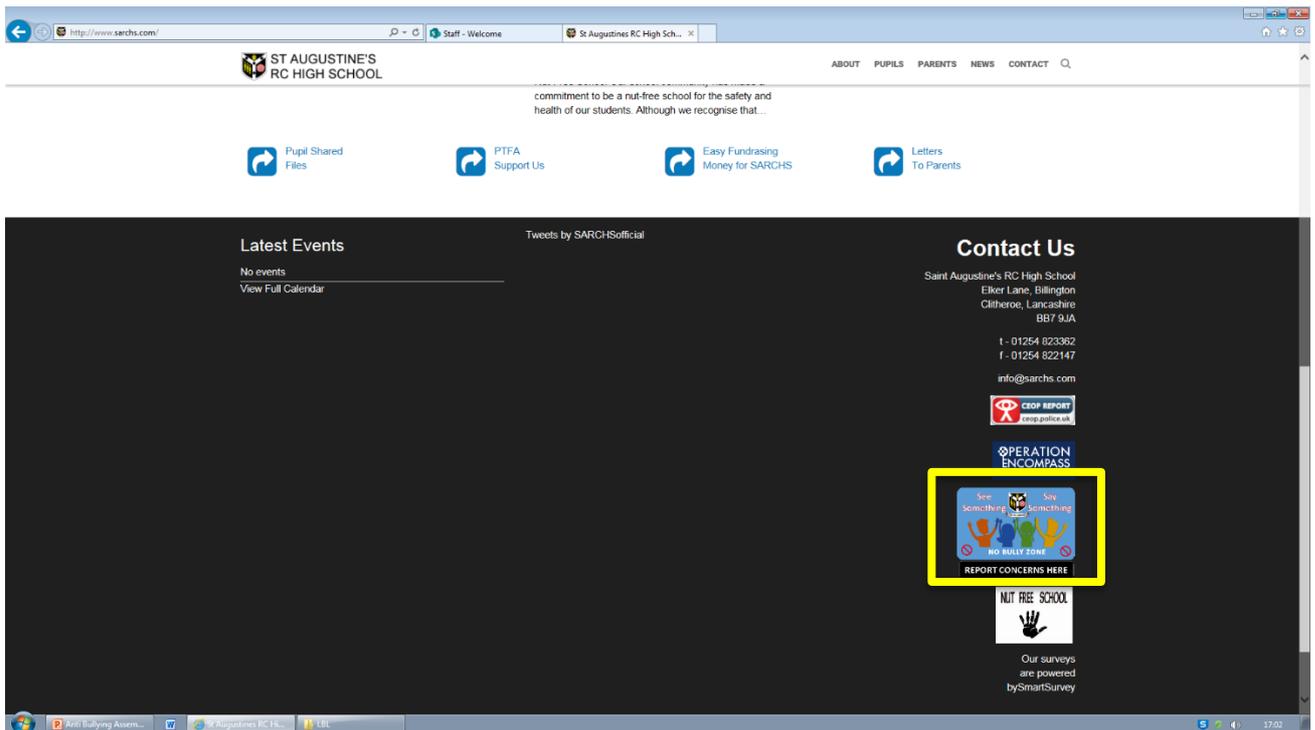
Lead a happy, safe and secure school life.

NEVER - Ignore it! **ALWAYS** - Refuse to join in!

DO NOT hit back with similar behaviour.

DO NOT keep quiet about it!

Pupils can report bullying to any member of staff or they can use the online form, available at www.sarchs.com



This goes directly to a Senior member of staff who will liaise with the appropriate Year Leader to address the concern.

STAFF should HELP

They will listen carefully to both sides of the story
Evaluate the situation and investigate thoroughly
Look out for the signs of bullying
Provide support

PARENTS and CARERS should CHECK

Check things are ok
Help support the school's anti-bullying policy
Co-operate and work in partnership with the school
Empathise with their children
Keep a look out for the signs of bullying and report incidents

Our advice to Parents:

If you are worried about anything at all please phone us at school on 01254 823362.
The office staff will help you to make contact with the right person.

Please also report any incidents on school buses by phone or e-mail us at info@sarchs.com or write to us so we can deal quickly and discreetly with the incident. We can deal with concerns far more effectively if you do not write to us anonymously. We will, however, always protect your anonymity in these circumstances. Communication from parents has helped us to improve behaviour on the buses - but we need to be ever-vigilant.