

ANTI BULLYING POLICY



The Douay Martyrs Catholic Secondary School

Introduction

Bullying behaviour which conforms to the above definition can take many forms: bullying takes place through means which can be verbal (e.g. name-calling), indirect (e.g. exclusion), physical (e.g. hitting) and cyber bullying (e.g. misuse of social networks). The Single Equalities Act (2010) prohibits discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

We aspire to think of others and put their interests above our own in all aspects of our life in school. Bullying or any aspect of harassment is completely counter to this aspiration. Bullying can take many forms. Minor single incidents of unthinking or unkind behaviour, while unacceptable, do not necessarily constitute bullying.

Bullying is deliberately hurtful behaviour, often repeated over a period of time. It may be physical but is more often verbal or emotional. It is often carried out by vulnerable people and can be motivated by many different things. We need to be increasingly aware that bullying may take place in ways which are difficult to recognise immediately such as via email, on chat-rooms and through other contact media such as Facebook and by text and mobile phone messaging. The school recognises that homophobic bullying is unacceptable in any form including the bullying of lesbian, gay or transgender individuals.

Bullying can have no place in a Christian environment and we need to be unequivocal in refusing to tolerate it. Having said this some bullying will take place, at some time in any organisation of 1300 plus people. This policy is designed to prevent bullying but also to support individuals if bullying does occur.

We aim to prevent bullying by:

- Publicising this policy to all staff, students and parents.
- By ensuring that bullying is addressed through PSHE, Liturgies, Assemblies and Tutor time.
- By modelling good relationships to students to provide appropriate role models.
- To support students with a prior history of bullying or low self-esteem or self-image.
- To monitor behaviour, behaviour patterns and use of the school internet facilities.
- To establish positive routines for transition and induction of students and staff.
- To encourage a high level of staff vigilance around the school and particularly in and around vulnerable areas such as student toilets.

Should incidents of bullying occur we will:

- Put the interests of the victim first.
- Inform carers and parents.
- Attempt to identify the cause, nature and extent of any allegations.
- Interview potential witnesses.
- Keep a written record of incident, interviews and action taken.
- Decide on appropriate action and sanctions from apology, reconciliation, counselling through to exclusion. This will vary from incident to incident; the emphasis at all times should be on resolution and moving forward.

Staff

Last reviewed January 2020

Next review 2023

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Members of staff who bully any other member of the community, or make any form of racist, sexist, religious, homophobic, biphobic or transphobic comments, can be expected to be dealt with severely as this is considered as serious professional misconduct. Staff are reminded that most incidents of workplace bullying are seen by the perpetrator as “humour” or “having a laugh” – this may not be how it is interpreted by the receiver of such comments or actions. Equally, staff need to be sensitive to what others find acceptable, particularly in terms of swearing or religious beliefs. More deliberate bullying or harassment is less common but still exists within workplaces and staff should not feel guilty in raising issues where colleagues or managers make them feel uncomfortable. Staff who are on the receiving end of bullying or are concerned with a colleague’s behaviour should speak in confidence with a member of the Senior Leadership Team or alternatively with their Trades’ Union Representative who will then speak with the Head/Deputy/Assistant Head.