



Bullying Policy

Reviewed July 2020

1. **AIMS**

- 1.1 To be a Catholic school where all members of the community live according to Gospel values and the principles and teachings of Mary Ward, promoting the virtues of freedom, sincerity, justice, truth and joy, to allow all members of the community to feel secure and able to work and live in an atmosphere of courtesy and respect.
- 1.2 The Governors seek to ensure that the values of Mary Ward are reflected in the planning and delivery of all policies. The principle values covered by this policy are:
 - Freedom – This policy aims to ensure that all members of our community are protected from harm and are thereby given the freedom to live their lives to the full.
 - Justice – This policy also aims to ensure that those who seek to treat others unfairly are prevented from doing so and, when necessary, face the consequences of their actions.
- 1.3 To create a caring and stable environment, in which each person is respected as an individual with unique gifts, talents and ambitions, and is given the freedom and confidence to develop these.
- 1.4 To identify and eliminate any form of behaviour which causes distress to others
- 1.5 To be a school where people are confident that they may acknowledge and reveal incidents of such behaviour, without fear of reprisals, knowing they may expect support

2. **DEFINITION OF BULLYING**

- 2.1 Bullying is defined as deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying may take place through the inappropriate use of technology (“cyber-bullying”).

3. **GUIDING PRINCIPLES**

- 3.1 The virtues of Mary Ward underpin all that happens in the school community; where these virtues are strong, bullying cannot thrive.
- 3.2 Bullying in any form is anti-social and completely unacceptable.
- 3.3 Staff treatment of pupils will act as a good example of the very high standards we seek to encourage.
- 3.4 All pupils, especially older pupils, most particularly Sixth Form Prefects, are expected to help promote anti-bullying ideals.
- 3.5 Every effort will be made to eradicate any bullying detected among the school community.

4. **ROLES AND RESPONSIBILITIES**

- 4.1 The Governing Body has responsibility for setting and maintaining the principles underlying the school's policy, reviewing and endorsing agreed strategies through the Personnel Committee.
- 4.2 The Headteacher and Leadership Team will oversee the framing of a policy that aims to create an environment that discourages bullying. A draft will be given to the Governing Body to be considered and approved. The Headteacher and Leadership Team will also organize support for the implementation of the policy.
- 4.3 Heads of Year have responsibility for ensuring that the school's policy and procedures are applied in each year.
- 4.4 All members of staff, including teachers, support staff and volunteer helpers will support the school's anti-bullying policy and do everything in their power to implement it.
- 4.5 Pupils will behave with courtesy and respect to all and will report any incidents of bullying of which they become aware.
- 4.6 Parents will do everything in their power to support the school's anti-bullying policy. They will be alert for signs of bullying, which may include bullying by mobile telephone or via the Internet, and contact the school if they have cause for concern.

5. **IMPLEMENTATION OF THE POLICY**

5.1 **Key Points**

- Pupils and staff will be encouraged to be aware of the possibility that bullying is occurring and to report it.
 - Any pupil or member of staff reporting bullying will be listened to carefully
 - Appropriate investigations will be undertaken.
 - If bullying is found to have occurred, suitable measures will be taken and the parents will be informed. Should bullying continue then this will be dealt with under the Behaviour and Attendance Policy.
 - Every attempt will be made to effect reconciliation where possible.
- 5.2 From the beginning of Year 7, the pupils should be made aware of what constitutes bullying. Heads of Year will promote anti-bullying ideals, through assemblies and the P.S.H.E. programme, and support Form Tutors in working with pupils who feel that they are being bullied. They will also ensure that an appropriate record is kept of any incidents reported.
 - 5.3 This awareness should be enhanced wherever appropriate in all areas of the curriculum. Pupils should be reminded frequently of the necessity to report relevant incidents. These will be investigated by the Form Tutors and Heads of Year who, when there is evidence of serious misconduct, will involve their line manager. Should this be necessary, the parents will be contacted.
 - 5.4 Pupils who have been bullied will be supported by:
 - being offered an opportunity to discuss the experience with the Form Tutor or other member of staff;
 - being offered reassurance;
 - being given continued support;
 - being helped to feel restored self-esteem and confidence.

5.5 Pupils who have bullied will be helped by:

- being involved in a discussion of what has occurred;
- being given the chance to explain why they became involved;
- being helped to recognize the wrongdoing and the need for change;
- working with parents or guardians to bring about a change of attitude.

6. **MONITORING AND REVIEW**

6.1 The Leadership Team will monitor the implementation of the policy, and report annually to the Governing Body. The Governing Body will review the policy every two years, consulting staff, pupils and parents in this process.