

## ANTI BULLYING POLICY

In line with our Vision and Aims which seeks to promote ‘a positive self-image and physical and mental health’, the anti-bullying policy of Lumen Christi College is designed to ensure that pupils learn in a supportive, caring and safe environment without fear. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

### SCOPE OF THIS POLICY

This policy includes

- Bullying of pupils by pupils within school – on the school premises or while travelling to or from the school during the school term.
- Bullying while the pupil is in the lawful control or charge of a member of staff of the school; or while the pupil is receiving educational provision arranged on behalf of the school and provided elsewhere.
- Bullying of and/or by pupils outside of school where the school is aware of it and where it is reasonable to expect a response by the school authorities
- Bullying of staff by pupils within or outside school

### LINKS WITH OTHER POLICIES

The policy is linked to the Pastoral Care Policy, Child Protection, Health and Safety, Behaviour and Discipline, Acceptable Use of the Internet, Use of Reasonable Force, eSafety and is designed to create a safe and caring environment where all pupils have the opportunity to develop their full potential. Strategies adopted to deal with incidents of bullying include those referred to in the Northern Ireland Anti-Bullying Forum Guidelines “Effective Responses to Bullying” (2013)

### DEFINITION

**In the Addressing Bullying in Schools Act 2016 – Bullying includes (but is not limited to) - the repeated use of**

**(a) any verbal, written or electronic communication**

**(b) any other act, or**

**© any combination of these by a pupil or a group of pupils against another pupil or group of pupils with the intention of causing physical or emotional harm to that pupil or group of pupils.**

**Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.**

The main types of bullying are

- Physical [ hitting, kicking, theft of property, damage to property including graffiti]
- Verbal [ name calling, sarcasm, racist remarks, taunts, offensive remarks, use of homophobic language, belittling of others’ abilities and achievements]
- Indirect [spreading rumours, deliberately excluding someone from social groups]
- Cyberbullying [the use of ICT / Social Media, particularly mobile phones and the internet, deliberately to upset someone else]

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence of changes in work patterns, lacking concentration or truanting from school. In Lumen Christi College, all pupils are actively encouraged to report bullying in school

## AGREED CODE OF CONDUCT FOR THE SCHOOL COMMUNITY

### Pupils

Pupils have the right to be educated in an environment which is safe, caring and respectful of their individual needs. They have a responsibility to treat other pupils, teachers and support staff with respect, to refrain from engaging in bullying behaviour and to report it if they are aware of it happening. Senior pupils in the College are expected to 'look out' for younger pupils, particularly in circumstances where school staff cannot always be present [eg school buses].

### Parents/Carers

Parents /Carers have the right to expect that their child will be educated in an environment which is safe, caring and respectful of their individual needs. They have a responsibility to ensure that their child co-operates with other pupils, teachers and support staff and to inform the school of any incidents of bullying of which they are aware.

### Staff

All staff, teaching and support, have the right to work in an environment which is characterised by respect and caring for all. They have a responsibility to contribute to the creation of such an environment and to work for the well-being of all pupils. Consequently all staff are asked to be vigilant and to accept their collective responsibility for the pastoral care of pupils within the school community.

## ACTION TO PREVENT BULLYING

Emphasis is placed on the quality of relationships in the College between all members of staff and between staff and pupils to encourage an openness designed to allow pupils to speak out where potential problems are perceived.

The Pastoral Programme provides opportunities for pupils to explore the issues surrounding bullying during the weekly pastoral period, at registration time and at assemblies. The underpinning values of fairness, compassion, tolerance and forgiveness are encouraged in the Pastoral, Religious Education and Citizenship programmes.

At a practical level, classroom teachers strive to create a positive, well ordered environment where each pupil feels valued and respected. Teaching and support staff supervise the main areas of the school before class, at breaktime, lunch time and after school at the bus stop. All supervising staff are asked to be particularly vigilant during these times since some pupils are more vulnerable and bullying is less easily seen.

## RESPONSES TO BULLYING

### **Responding to a Bullying Concern**

- All incidents of, or alleged incidents of bullying behaviour will be investigated and followed up by the member of staff who witnessed the incident or to whom the incident was reported in the first instance.
- Where there is evidence of persistent, deliberate bullying behaviour, the member of staff will remain calm, take the allegation seriously and respond as soon as possible.
- The bullied pupil will be reassured and offered support.
- Details of the bullied pupil's story will be recorded.
- This report will be passed onto the appropriate HoKS who will deal with the alleged actions.
- Where possible, witnesses to bullying behaviour should be sought.

Actions and appropriate individual or group interventions will depend upon the level of bullying and staff may wish to refer to the NIAB Forum 2013 Document: “Effective Responses to Bullying” for potential strategies. [www.endbullying.org.uk/effective-responses](http://www.endbullying.org.uk/effective-responses). This document has been downloaded and can be found on staff resources → staff information → Pastoral Resources → Effective Responses to Bullying

### Dealing with pupils engaging in bullying behaviour

- The bullying pupil will be made aware of the seriousness of their behaviour and its potential consequences for the bullied pupil and themselves.
- Efforts will be made to ensure that the bullying behaviour stops at once and that the pupils involved are reconciled.
- Actions may include strategies such as behaviour management programmes, restorative questioning, peer support, shared concern, whole-class strategies, sanctions or others thought appropriate. Parental involvement will always feature.
- All involved parties will be kept informed of the incident and action taken.
- Records will be maintained securely by Head of Key Stage and confidentiality respected in relation to them.
- Appropriate sanctions [determined by the severity and persistence of the bullying and the attitude of those involved] will be invoked in line with the overall Behaviour and Discipline Policy. Parents may be requested to attend the school for a meeting with Form Tutor/Head of Year 8/Head of Key Stage as appropriate.
- Where such measures fail to prevent further bullying, the Vice-Principal will be informed.
- Where bullying occurs outside school, any other relevant schools or agencies will be informed about the concerns and any actions taken.
- Repeated bullying is regarded as a serious breach of school rules, liable to result in suspension for the bullying pupil. Repetition of any bullying incident thereafter will be referred to the Board of Governors.

After any initial response the Form Tutor, Head of Year 8 and/or Head of Key Stage will monitor the situation until the bullied pupil feels safe. Where the bullied pupil simply wants to put an incident behind him/her [and the parent feels that this is the best course], the pupil’s wishes will be respected.

Pupils who have been bullied will be supported by:

- The offer of an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassurance that the bullying will be addressed
- Interventions to restore self - esteem and confidence
- The use of specialist advice and/or referrals to other agencies [FamilyWorks Counselling, Laurel Centre] where appropriate

Pupils who have displayed bullying behaviour will be helped by opportunities to

- Discuss what happened
- Examine the specific reasons for their behaviour and the consequences of it
- Establish the wrongdoing and need to change
- Involve their parents to help and support the change of attitude
- Make use of specialist interventions and/or referrals to other agencies [Family Works Counselling, Laurel Centre] where appropriate

Parents

- Most concerns about bullying will be resolved through discussion between home and school. Parents are encouraged to liaise closely with form teachers/Head of Year 8 and the Heads of Key Stage.
- Where a parent feels their concerns have not been resolved, they may use the College Formal Complaints procedure.
- Where a pupil is involved in bullying behaviour of others outside school, eg on the way to or from school or through use of the internet at home, parents will be asked to work with the school in addressing the child's behaviour

**Record of incidents of bullying**

Heads of Key Stage keep a record of all incidences of bullying reported to them and this is reviewed annually by the Board of Governors.

This record states:

- What from all the circumstances, appears to be the motivation\* for the incident,
- The methods of bullying as in definition,
- Include information about how the incident was addressed.

\*[Motivation may, for example, relate to –

- (a) differences of religious beliefs, political opinion, racial group, age, sex, sexual orientation or marital status;
- (b) differences between persons with a disability and persons without;
- © differences between persons with dependants and persons without;
- (d) differences between persons based on gender reassignment;
- (e) differences between persons based on pregnancy.

*This policy will be updated in September 2019 in line with new legislation.*

Appendix 1 Proforma Reporting Bullying

<p>Date _____</p> <p>Names of pupils involved _____</p> <p>Reported by _____</p> <p>Head of Key Stage _____</p>
<ul style="list-style-type: none"> <li>• Circumstances – motivation for the incident                     <ul style="list-style-type: none"> <li><i>(a) differences of religious beliefs, political opinion, racial group, age, sex, sexual orientation or marital status;</i></li> <li><i>(b) differences between persons with a disability and persons without;</i></li> <li><i>© differences between persons with dependants and persons without;</i></li> <li><i>(d) differences between persons based on gender reassignment;</i></li> <li><i>(e) differences between persons based on pregnancy</i></li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• The methods of bullying as in definition,                     <p><i>In the Addressing Bullying in Schools Act 2016 – Bullying includes (but is not limited to) -the repeated use of</i></p> <ul style="list-style-type: none"> <li><i>(a) any verbal, written or electronic communication</i></li> <li><i>(b) any other act, or</i></li> </ul> <p><i>© any combination of these by a pupil or a group of pupils against another pupil or group of pupils with the intention of causing physical or emotional harm to that pupil or group of pupils.</i></p> </li> </ul>
<ul style="list-style-type: none"> <li>• How was the incident addressed</li> </ul>