

Anti-Bullying Policy

Statement of Intent

This policy is provided via the *Family and Staff Handbooks* for all parents, staff and pupils of Stonyhurst.

SMH is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at the school. If bullying does occur, all pupils should be able to seek help and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is **expected** to tell the appropriate staff.

The Anti-Bullying Policy is complemented by several other policies:

- *The Safeguarding (Child Protection) Policy;*
- *The Conduct and Behaviour Policy;*
- *The SEN Policy;*
- *The Acceptable Use Policy (e-safety a& ICT)*

These policies, and others, can be found in the *Family and Staff Handbooks*.

Policy Application

This policy applies to all pupils and adults learning and working at Stonyhurst.

The policy addresses bullying indicated in child to child, adult to child, child to adult and adult to adult situations.

The policy applies to all pupils and staff in their relationships with each other both on and off campus and is not limited to term-time.

All adults must accept that they have a responsibility to act under the Duty of Care.

Objectives of this policy

To ensure that,

- all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is;
- all governors and teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported;
- all pupils and parents know what the school policy is on bullying and what they should do if bullying arises;

- as a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported;
- bullying will not be tolerated.

What is bullying?

Bullying is “Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

Bullying falls into two categories:

- Emotional Bullying;
- Physical Bullying.

Behaviour constitutes bullying if,

- It is repetitive, wilful or persistent;
- It is intentionally harmful, carried out by an individual or group;
- There is an imbalance of power leaving the person who is bullied feeling defenceless.

It is important to acknowledge that bullying behaviour can and does occur anywhere and everywhere: in schools, within the home and in the community at large.

Bullying can be:

Emotional/ Cultural	- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), taking belongings
Physical	- pushing, kicking, hitting, punching or any use of violence.
Racist	- racial taunts, graffiti, gestures.
Sexual	- unwanted physical contact or sexually explicit and/or abusive comments.
Homophobic	- because of, or focussing on, the issue of sexuality.
Verbal	- name calling, sarcasm, spreading rumours, teasing.
Focusing on Disability or SEN	- because of, or focussing on, a disability whether physical or

psychological.

- Cyber** - using electronic means such as social websites, mobile phones, text messages, photographs, or e-mail to cause pain and distress to a victim.
- Religious** - religious intolerance of any sort.

Pupil Reporting System

Bullying not only hurts, it is insidious and undermining to both the victim and the community at large. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullied have a right to effective support. Pupils who are bullying need to learn different ways of behaving.

Stonyhurst is committed to provide clear and effective pupil reporting systems. These include:

A comprehensive Pastoral System in which pupils have several members of staff in whom pupils can confide;

- A tutorial system in which a pupil is seen by his/her tutor twice a week;
- Some peer mentoring system in which senior pupils look after the welfare of younger boys and girls;
- A school email system that allows pupils to contact members of staff;
- Our on-site Health Centre is another useful method of communication for our pupils;
- An Independent Counsellor is available to all pupils and she can be accessed confidentially.

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child,

- changes their usual routine;
- is unwilling to go to school (school phobia);

- begins truanting;
- becomes withdrawn, anxious, or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do poorly in school work;
- comes home with clothes torn or books damaged;
- has possessions go “missing”;
- asks for money or starts stealing money (to pay the bully);
- has unexplained cuts or bruises;
- comes home hungry having missed meals;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what’s wrong;
- gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying will be considered a possibility and will be investigated.

Procedures (including Sanctions) for Dealing with Bullying

- Bullying incidents must be reported to staff as soon as they occur.
- The incidents will be recorded and appropriate action taken involving the relevant Playroom Master or Director of Boarding and the Deputy Head (Pastoral).
- If possible, the pupils will be reconciled.
- The bully (bullies) may be asked to apologise with appropriate sincerity.

- Failing this, parents will be informed and may be asked to attend a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour, or threats of bullying, will be investigated and the bullying addressed quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.
- Any pupil found to have been bullying another will be, in the first instance, dealt with by the appropriate Playroom Leader.
- If the form of bullying is regarded as particularly serious, the matter should be handed over directly to the Deputy Head (Pastoral).
- Whichever circumstance prevails, it will become a matter of school record in order to enable patterns of bullying to be identified.

A repetition of any sort of bullying will lead to suspension from the school, and even expulsion if this is deemed appropriate for the good of the whole community.

Outcomes

After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

As far as possible, at Stonyhurst we try to fulfil the ideal expressed in the Stonyhurst Mission Statement to “ensure that each pupil can always find the support, guidance, help and counselling that he or she needs”. Our Pastoral System, Mentoring, Counselling and Health Centre provision, plus the Chaplaincy also act as support. A system of staff supervision that covers areas such as Playrooms, the Refectory, the Changing Rooms is in place.

Education

Education through PSHE is part of the Stonyhurst curriculum

The SMH Ethos underpins the community.

Sanctions

Children in Need of Protection: a Multi-Agency Policy, Guidance and Procedures Document produced by the Lancashire Area Child Protection Committee.

Working Together to Safeguard Children 1999

Bullying – don't suffer in silence: an anti-bullying pack produced for schools by the DfES. All Pastoral Heads at Stonyhurst have a copy for reference.

Duty of Care: A Resource Handbook for Boarding School Staff. This is produced through the Boarding Schools Association (BSA). All Pastoral Heads have a copy for reference.

Head of House: this Boarding Schools' Association publication provides essential advice on good boarding practice.

Good Practice in Boarding Schools: another valuable resource published by the Boarding Schools Association.

World Class: Meeting the Needs of International Students in British Schools.

The Anti-Bullying School: a Lancashire Education Authority resource.

The Headmaster liaises with the College Leadership Group to arrange training in pastoral matters. This takes the form of 'Whole Staff INSET' and courses for individual members of staff through the LEA or the Boarding Schools' Association.