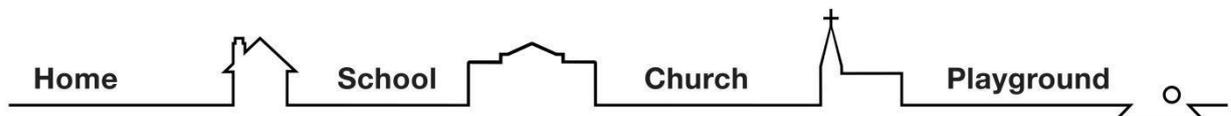




Anti-bullying Policy

Person responsible	Kimberely Ferguson
Date of Last Review	December 2018
Recommended by CGS Committee	January 2019
Ratified by Full Governing Body	March 2019
Date of Next Review	December 2020



At Thornleigh Salesian College we strive to educate all our students within an environment where the Salesian traditions of Respect, Understanding, Affection and Humour are actively promoted on a day to day basis. Consequently the overall aim of this policy is to safeguard and promote the welfare of the children in our care and provide our students and staff with a safe and secure environment in which to learn and achieve success. However, we recognise that bullying may take place, and therefore this policy outlines our strategies for dealing with it.

The AIMS of our anti - bullying policy are:

- To provide a safe and secure environment for our students and staff
- To encourage respect for the individual at all times, celebrating the differences between us
- To prevent all forms of prejudiced-based bullying, including homophobia and transphobia

Definition

Bullying is the exercise of power by one person over another involving repeated deliberate, threatening, or hurtful behaviour of a physical, verbal or emotional nature.

Bullying can include the following:

- being called names
- being teased
- being pushed or pulled about
- being hit or attacked
- having your bag and other possessions taken and thrown around
- having rumours spread about you
- being ignored and left out or being given dirty looks every time you walk past
- being forced to hand over money or possessions
- being attacked or teased or called names because of your gender
- being attacked or teased or called names because of your religion or colour
- being attacked or teased or called names because of your sexuality
- being 'cybernet' bullied

Positive Action

Awareness raising of bullying is included in our work with pupils through:

- assemblies
- curriculum work in the classroom
- form time in the classroom
- one to one talking with a student or group of students either by staff members, counsellors or trained peer mentors
- dealing with situations as and when they occur
- promotional materials in key areas of the school in the form of posters/display/leaflets
- via the School Council
- Raise awareness through elements of the SRE and Tutorial Programmes eg Respect Day

All opportunities will be used as and when it is appropriate. Good practice in classroom and curriculum organisation and delivery reduces bullying opportunities and motivation.

For example, in the classroom, consideration is given to:

- room layout
- availability of resources
- explicit use of the Behaviour Policy
- student involvement and management of individual classroom rules and routines
- use of rewards and consequences
- developing our students' self-image so they feel confident to speak up for themselves.
- monitoring and stopping inappropriate behaviour
- flexible learning practices
- group work

Out of the classroom, consideration is given to:

- positive promotion of our Code of Conduct through the Behaviour Policy to encourage all to respect themselves as well as others
- encouraging students to engage in a wide variety of extra-curricular activities and be occupied in a positive manner
- supervision of all areas, including toilets, particularly during break times helping to minimise bullying opportunities
- adults and elder students as role models
- use and profile of sanctions in school

Policy and practice in relation to gender, race, citizenship, special educational needs, disabilities, religion and sexual orientation.

Procedures for dealing with bullying

General procedures for dealing with bullying will follow these principles:

Adults are available

Staff ensure that students know they are ready to listen and are ready to provide immediate support. They remain calm and make it clear that the incident will be investigated.

Incidents are investigated

Every incident is investigated as soon as possible. All those involved are interviewed individually to avoid intimidation and to produce an accurate report. All incidents are reported to Year Lead Learning Mentors.

Records are kept

Records and incidents of bullying are kept (via CPOMS) and reported on a termly basis through the Governors' Care, Guidance & Support Committee.

Response:

- a) Staff will emphasise that the student is right to tell an adult in school if they are having a problem with another student.
- b) To the person being bullied. This person (or persons) will be assured that the situation is being dealt with. They will also be given strategies to help deal with the situation.
- c) To the person doing the bullying. This person (or persons) will be spoken to with consequences related to the severity of the incident. Parents will be involved if appropriate and strategies to help the student not to do it again will be put in place and followed up by the Pastoral Year Team

Review and follow up will be carried out as appropriate to the situation

All concerned are made aware of and helped to deal with the causes of bullying as well as the consequences of bullying. There is always a reason behind why a person bullies and part of dealing with an incident must be helping a person to realise why they do it and then helping them to stop doing it, as well as supporting the victim. Some of this work may be carried out by staff through Restorative Practices.

Monitor and Review

The Governors of the Care, Guidance and Support Committee is primarily responsible for monitoring the implementation of this policy.

Governor Approval and Review dates

This policy was approved by the full governing body in March 2019 and will be reviewed every year.