

WHOLE SCHOOL ANTI-BULLYING POLICY

“In the St Christopher community we all respect each other”

Definition of bullying

Bullying is behaviour which causes pain or distress to another person. Bullying can be caused through physical, verbal, visual or written means. It can include name calling, threatening, pressure to give or lend money or possessions, taunts, gestures, excluding or ignoring, teasing, sarcasm, spreading rumours, abusive comments (including references to race, religion, gender and sexuality), physical acts (such as pushing, kicking, hitting etc), damaging possessions, cyber-bullying (use of mobile phones e.g. texts, email and web space).

Aims and objectives of this policy

The School is committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. BULLYING OF ANY KIND IS UNACCEPTABLE AT OUR SCHOOL. If it does occur, all pupils should know that incidents will be dealt with promptly and effectively. There should be a climate in which pupils INTERVENE themselves and TELL staff or another responsible adult.

Procedures (with variations as appropriate in the Junior School and Montessori)

1. Staff (including ancillary staff) should always respond to any bullying behaviour. Even apparently minor incidents, such as remarks from one pupil to another, can often accumulate throughout the day and constitute an unbearable load. Staff should report incidents they pick up on to the staff responsible for pastoral matters (the child's Adviser, a Head of Year, or the Director of the Pastoral System).
2. Pupils being bullied or observing bullying might:
 - speak to their parent/carer
 - speak to a member of staff
 - speak to a Major Official or peer counsellor
 - ask a friend to come with them to report it
 - fill in a bullying report form (available in key places around the school such as the library, surgery and the toilets) and either hand it to a member of staff or put it in the bullying box situated in the library foyer.
 - Report it through email to: bullying@stchris.co.uk
 - Contact Childline (0800 1111)

This information is also available in the Homework Diary and on notices around the School.

3. Parents should be informed in cases of serious bullying.
4. Attempts will be made to help bullies understand the effects of their behaviour and to change their behaviour and – with the permission of the victim - to reconcile bullies and victims (for example by the 'shared concern' method). Counselling may also be organised when appropriate.

The Curriculum

Staff should find opportunities to incorporate anti-bullying messages in areas of the curriculum for which they are responsible and in the lessons they teach. Bullying forms part of the 'Person to Person' strand of the PHSE curriculum which is offered in company time in the I Group (Year 7), in timetabled lessons in the II to V Group (Years 8 – 11) and through a series of talks in the Sixth Form.

Training

All members of staff have access to external in-service courses about bullying issues. In addition the School offers in-house training via regular discussion groups and all I and II Group Advisers are informed about Circle Time techniques.

What happens to Bullies?

- At St Christopher we try to make school a happy, safe place to be and we do not accept bullying in any form
- If you bully you will be found out; your parents/carers will be informed; it will be treated as a serious disciplinary matter
- Bullies will be offered help and support (e.g. staff mentoring or counselling)
- If a bully does not stop the bullying behaviour, they lose their right to remain a member of the School and will be required to leave

March 2008