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THE CARDINAL VAUGHAN MEMORIAL SCHOOL

Amare et Servire

THE CARDINAL VAUGHAN MEMORIAL SCHOOL TRUST

ANTI-BULLYING POLICY

This policy and procedure was approved and adopted by The Cardinal Vaughan Memorial School on 1 February 2021 and is reviewed annually.

THE CARDINAL VAUGHAN MEMORIAL SCHOOL

ANTI-BULLYING POLICY

RATIONALE

We are a Catholic community, committed in our Mission Statement to the vision of the School as a spiritual building whose cornerstone is Christ and whose foundations are the Apostles and Prophets. It follows that our community must be one of love, all of whose members honour the Christ they find in one another. Each person in the School, no matter what his or her worldly status, deserves to be treated with the respect and, indeed, reverence due to one created in the image of God and redeemed by the Precious Blood of Jesus Christ.

It is thus the responsibility of all members of the School, pupils, parents and teachers, to take swift and appropriate action when relationships in our community conspicuously fail to reflect these ideals. The following policy is commended as a series of concrete courses of actions to assist in this endeavour.

AIMS

- To make it clear to all that bullying is never acceptable.
- To encourage an environment where independence is celebrated and individuals can flourish without fear.
- To protect the right of all pupils to be safe and happy in School.

Given our responsibility actively to help all individuals to thrive, we employ a policy of zero tolerance within our community towards bullying in any form, including race, sexuality, disability and gender.

DEFINITION

Bullying is repeated behaviour which makes other people feel physically or emotionally threatened or uncomfortable. The main types of bullying are:

PHYSICAL	hitting, kicking, stealing or hiding belongings or money
VERBAL	name-calling, undue teasing, insulting, writing unkind notes
EMOTIONAL	being unfriendly, excluding, tormenting, spreading rumours, looks
CYBER	using electronic devices or social media to carry out verbal/emotional bullying, or to create and disseminate youth-produced sexual imagery

PREJUDICE-BASED Any form of bullying where behaviour is motivated by prejudice based on an individual's actual or perceived identity or based on characteristics unique to a child or young person's identity or circumstance

The School regards the use of any form of any electronic medium to bully any individual as wholly unacceptable and, like any other form of bullying, entirely contrary to its Catholic mission.

SOME OF THE SIGNS

Please bear in mind that these do not constitute a definitive list, nor definitive evidence of your child being bullied, but are worth bearing in mind.

- Marked changes in behaviour
- Withdrawn
- Feigning illness
- Clinging to adults
- Changes in work patterns
- Lack of concentration
- Not wanting to go to school or truanting

ENCOURAGEMENT TO TELL

The atmosphere in school and at home must be such that pupils who are being bullied, or who know about it, feel that they will be listened to seriously, and that swift, effective action, sensitive to their concerns, will be taken. As with all safeguarding issues, pupils are encouraged to speak to a trusted member of staff, but we also have an online reporting system which pupils may use - The SHARP System.

Not telling protects the bully or bullies, and gives the impression that they may continue, perhaps bullying others, too. There is strength in numbers and we are all responsible for making sure that everyone is safe and happy in school.

SPECIFIC POLICY ACTION (PARENTS)

If you think that your son or daughter is being bullied, or if s/he tells you that s/he is being bullied, please let his or her Form Teacher or Head of Year know straight away. Please reassure your son or daughter that we will deal with the matter firmly but sensitively.

If your son or daughter tells us s/he is being bullied, or if we discover that s/he is bullying others, we will contact you and discuss together how the situation can be improved.

SPECIFIC POLICY ACTION (SCHOOL)

We will listen to and investigate any complaint or concern raised by any pupil in the school. Given that all incidents have their own context, what happens following this depends on a varying range of factors, and will vary from warnings, restorative justice, parental letters to increasingly severe sanctions, or a combination of these dependent on circumstances. Any behaviour which could, over time, constitute bullying is also recorded so that we can identify any trends or patterns.

We also:

- Make it clear to the victim that revenge is not appropriate, and to the bully that his behaviour is unacceptable and has caused distress.
- Seek to resolve the problem, if possible, through counselling of both parties and to observe developments most carefully. When appropriate, sanctions will have to be applied in the first instance.
- Provide the Head of Lower or Upper School with factual information and evidence sufficient to enable a decision to be made, in consultation with the Head of School when necessary, on the most appropriate sanction for bullying behaviour, be it a Saturday detention, internal exclusion, suspension or permanent exclusion from the School itself.