

ANTI-BULLYING POLICY

OUR APPROACH AT ST. MATTHEW'S

All staff, pupils, parents, families and visitors should be aware that **bullying will not be tolerated at the school** and that **we strive to ensure that St. Matthew's is a safe, supportive and understanding environment for all our pupils and staff**, where everyone understands and promotes the belief that **bullying is unacceptable**.

WHAT IS BULLYING?

Bullying is defined as **deliberate targeted hurtful behaviour**, which is repeated over a period of time. Bullying makes the victims feel **uncomfortable, worthless, powerless and excluded**.

Emotional



Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), intimidation, spreading rumours

Racist



Racist comments, taunts, graffiti and/or gestures

Homophobic



Focusing on the issue of another student's sexuality

Cyber



All areas of the Internet, such as email and internet chat room misuse

Physical



Pushing, kicking, hitting, punching or any use of violence

Sexual



Unwanted physical contact or sexually abusive comments

Verbal



Name-calling, sarcasm, spreading rumours, teasing, racist and homophobic comments

Social Media



Mobile phone threats by text messaging and calls, misuse of associated technology

HOW DO YOU KNOW IF SOMEONE IS BEING BULLIED?

- ▶ They might start to **stay off school** or **miss lessons**
- ▶ They may become **isolated** and have **no friends**
- ▶ They might be **ill** a lot
- ▶ Their **personality** may **change** (they may be louder / quieter around school)
- ▶ They may appear to be **frightened** or **worried** when they're in school
- ▶ They may start to do **poorly** in **school work**
- ▶ They might have **damaged property** or had **property stolen**
- ▶ They may start **asking for money** or **steal money** (to give to bullies)
- ▶ They might have unexplained **cuts** or **bruises**
- ▶ They may have **started to bully** other people

WHAT TO DO...

If **you** are being bullied or you witness / think someone else is being bullied you **must tell an adult** - a parent / carer or member of staff - so **they can stop it from happening** again.

HOW WE WILL CREATE A POSITIVE AND SAFE ENVIRONMENT

- ✓ Ensure there is anti-bullying content in a variety of curriculum areas and involvement in anti-bullying week and similar events
- ✓ Offer pastoral support to ensure pupils are listened to in a confidential and safe environment and that incidents of bullying are dealt with consistently
- ✓ Offer restorative conversations where pupils can meet to resolve issues
- ✓ Promote peer support and student leadership programmes
- ✓ Offer support groups for those vulnerable to bullying or identified as a bully

We Pray, We Care, We Achieve

Be Safe
Be Respectful
Be Ready