



# ANTI-BULLYING POLICY

St. Ninian's High School

Scoil Ard Noo Ninian

*“Empowering our students to be self-motivated and confident learners who have **respect** for others and clear **aspirations** for their future success”*

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## **Mission statement**

St Ninian's High School is committed to creating and sustaining a safe, positive and inclusive environment for all students, staff and parents/carers.

*Staff who may be concerned about bullying may be directed to the 'Isle of Man Government's 'Prevention of Bullying, Harassment and Victimisation at work' Policy which can be found on ItsLearning.*

The school is part of the wider community and its members have the right to be protected from any bullying behaviour, particularly that of a criminal nature such as harassment, sexual harassment and physical assault. Information may be shared with the Community Policing Team to help promote a cohesive community, and in some cases for an agreed joint response.

**A definition of bullying, descriptions of different types of bullying and further advice can be found in the school's 'Anti-bullying Guidance Document'**

## **Reporting Bullying at school**

Bullying can be reported to staff in a number of ways:

1. Complete a SNAP (Student Needs Assistance or Praise) form and post it in one of the boxes located around the school or click on the SNAP link on the School website and email a message electronically.
2. Speak with the Student Support team, who may be able to help you to resolve any issues.
3. Speak directly to any member of staff. If it is a one-off incident, they may be able to deal with the matter immediately, or can help you complete a SNAP form if it relates to ongoing bullying.

It is important to include as much information as possible, such as dates, times, witnesses etc. This can be done anonymously if preferred, but will mean that staff will be unable to report back to individuals directly when incidents have been followed up.

The SNAP boxes are emptied on a daily basis by the Student Support staff and all forms logged and shared with the senior member of staff who is responsible for monitoring all bullying incidents in the school building. Once logged, forms are passed to the appropriate member(s) of staff to deal with. This could be Student Support, Progress Zone staff, the form tutor, Head of Year or other senior member of staff.

## **Action taken by the school**

The school may respond in several ways, depending upon the incident. It is intended that a 'graduated programme' of intervention is applied in a consistent manner. In serious incidents, pupils may escalate through this system. At any stage in the process, information may be shared with the Safer Schools Policing team.



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1. An interview will take place between the appropriate member of staff and each of the pupil(s) involved on both sides of the incident(s). This will be documented on the ‘Incident Investigation’ form which is attached to the SNAP form when it is passed to investigating staff, (see Appendix 2). This documentation is returned to Student Support staff.
2. If the incident has been resolved successfully, the documentation is filed and the situation is monitored. If the incident does not meet the criteria for bullying, it is logged and managed as an incident. It will therefore not count in the statistics for bullying.
3. If a further bullying incident is reported concerning a pupil, they will again be interviewed and information documented. If proven to be bullying, a letter will be sent to the parents/carers advising them of the circumstances.
4. If a further bullying incident is reported concerning the same pupil, there will be a documented investigating interview with the Head of Year or member of SLT. A further letter will be sent home and the pupil may be spoken to by a member of the Police Community Team (with parental consent).
5. Excluding pupils from school is a last resort. If particularly serious victimisation, abuse and intimidation, or physical bullying against any other person is reported, those pupils who carried out the bullying may be suspended from school while it is investigated and solutions are sought.

NB If the first incident is of a serious nature, the pupil may enter the system at Step 4 or 5.

## **Supportive steps taken by the school**

The school may respond in several ways, depending on the needs of the students concerned.

1. The investigating member of staff will determine the needs of the student at the pupil interview stage. If, in the view of the student and teacher, they do not require additional support, the Form Tutor will monitor the situation.
2. The Form Tutor or Head of Year may choose to refer the pupil to the Listening Service for additional support. This should be indicated on the Incident Investigation Form and a referral to the Listening Service completed (parental consent required).
3. The School Nurse or other health professional may be offered as an independent source of counseling. Referrals may be made through the Head of Year and must have parental consent.
4. Mediation between the bully and victim may be offered if appropriate.
5. If the victim is persistently targeted by other pupils, they may be offered the opportunity to access social and emotional support, building self-esteem and



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resilience through a 6 week (1 session per week) programme offered through the Progress Zone.

6. If continued bullying behaviour is affecting the education and welfare of a pupil, other agencies may be asked to assist. This might include CAMHS, Youth Service or DESC Inclusion and Safeguarding staff.

## **Preventative steps to be taken by the school**

Staff will ensure that they are prompt to registration and all lessons and will address any behaviour which could be perceived as bullying.

The school building and grounds will be supervised at breaks by duty staff. They will take action to stop and report any instances of bullying behaviour.

During the lunch break, pupils are guided towards a wide range of activities and clubs in order to nurture skills and promote social skills and team work as part of the ethos of the school.

The dining area is supervised at break time and at lunchtime by senior staff.

Behaviour on the school buses will be monitored and managed through the Bus Partnership Scheme (St Ninian's High School, Bus Vannin and the IOM Constabulary). Repeat offenders may be prohibited from using the school buses for a period of time.

Curriculum opportunities will be utilised to deliver the anti-bullying message whenever appropriate. (In particular through assemblies and PSHE).

Staff and students of the school will be involved in reviewing the Anti-Bullying Policy every 2 years.

Links to other policies:

- Safeguarding policy
- Behaviour policy
- Health and safety policy
- PHSE policy
- School development plan
- School Mission statement

<b>POLICY</b>	Anti-bullying
<b>Person(s) responsible for updating policy</b>	Deputy Head Teacher in charge of Pastoral



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<b>Date approved:</b>	July 2018
<b>Date to be reviewed:</b>	Every year
<b>Status:</b>	Statutory