



At Our Lady's, bullying behaviour is defined as the repetitive, intentional hurting of one person or group by another person or group where the relationship involves an imbalance of power. It can be verbal, physical or psychological. It can happen face to face or online.

“Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.”

Ephesians 4: 31-32





Different types of bullying

Direct

Direct bullying is often physical, which affects young people in tangible ways. Other forms are stealing, name calling or humiliation.

Cyber

Using digital technology to deliberately hurt, embarrass, threaten or intimidate others, including through hurtful messages, images, videos, social media or online groups.

Manipulative

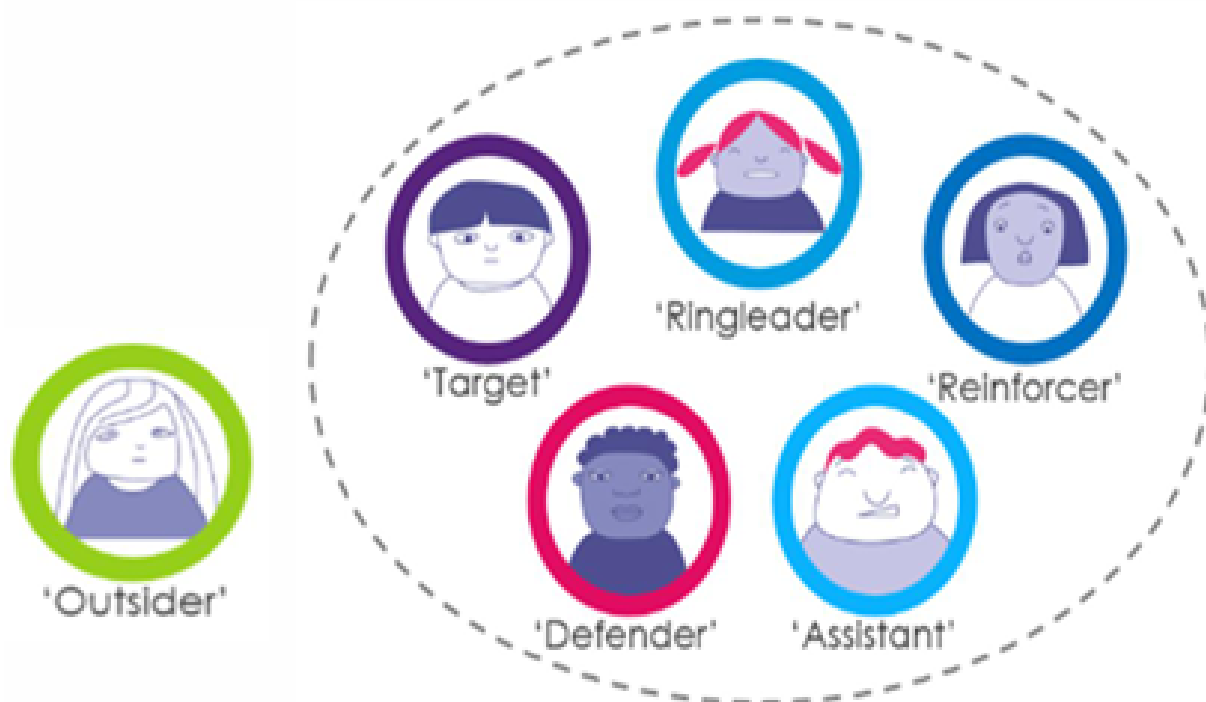
Deliberately manipulating a young person's friendships or peer relationships to cause harm, including spreading rumours, false friendships or deliberately excluding or isolating them.





The roles

Bullying is not only about the person who carries out the bullying. Different people can take on different roles, and these roles can change from situation to situation.



- **Target:** The person experiencing the bullying.
- **Ringleader:** Leads or starts the bullying.
- **Assistant:** Helps or joins in with the bullying.
- **Outsider:** Sees the bullying but does not get involved.
- **Reinforcer:** Encourages the behaviour through attention or reactions.
- **Defender:** Supports the target or challenges the bullying.



What to do about it

At our school, we do not accept any form of bullying. Everyone has a responsibility to help prevent bullying. If you feel you are experiencing bullying behaviour, try the strategies below. If the strategies you try don't work, remember: it is not your fault.

1. Tell someone; a friend, an older pupil, a member of staff, a parent or any trusted adult.
2. Don't fight back – stay calm and choose a positive response.
3. Walk away calmly and confidently.
4. Stay with someone you trust in places where bullying may happen.
5. Do something positive such as joining a club or spending time with friends.

DON'T GIVE UP! It may not stop straight away, so keep telling someone you trust.



Always tell someone

Telling someone about bullying can be difficult, but you should never have to deal with it alone.

- Telling is not 'grassing'. We all have a responsibility to help stop bullying.
- Keep telling someone until you get the help you need. If nobody knows, nobody can help.
- The school will listen and take action fairly, sensitively and promptly.
- You may be helping yourself and someone else.

Who can you tell?

- Your Form Tutor or Learning Manager
- Any trusted member of staff — you can write it down if talking feels difficult.
- A friend who can support you and help you tell someone.
- An older student, such as a Prefect.
- Learning Support or Pastoral Staff
- A parent, carer or trusted adult at home

Remember: You have the right to feel safe at school.



What can you do about bullying?:



1. Tell someone.
2. Show people who are bullying that you don't like what they are doing.
3. Help and support others.

‘Being One Of Ours’ means looking out for one another.

How can we create a positive community?

- Be kind and respectful to everyone.
- Include others and don't leave people out.
- Celebrate differences and value what makes us unique.
- Stand up for others when something isn't right.
- Think before you speak or post – words can have a lasting impact.
- Don't join in with bullying, rumours or hurtful behaviour.





What will the school do about bullying

1. Listen and investigate all reports carefully and record incidents.
2. Take every report seriously and treat everyone involved fairly and sensitively.
3. Support those involved, including the person experiencing bullying and the person responsible for it.
4. Work with parents/carers and take appropriate action where necessary, including sanctions.
5. Monitor the situation and follow up to make sure things improve.
6. Involve students in developing our anti-bullying approach through ideas, assemblies and student voice.

