

# Holy Family Anti-Bullying Charter



Holy Family Secondary School has the responsibility to provide a safe, secure, caring, inclusive learning environment for all our pupils. In our school, pupils should, at all times, be free from fear, intimidation and any form of bullying.

## **Right**

**YOU have the right to be safe in our school**

## **Responsibility**

**YOU have a responsibility to make our school a safe and secure place for others**

We say a pupil is being bullied, when another pupil, or group of pupils, repeatedly says nasty and unpleasant things. It is also bullying when, for example, a pupil is hit, pushed, threatened, mocked repeatedly; sent nasty notes, messages, texts or emails; or is intentionally ignored or excluded; or when, for example, inappropriate comments are made about someone verbally, through text messages or on social media apps or social media networking sites.

## **We want Holy Family Secondary School to be a place where:**

- Pupils, Teachers and Parents treat each other fairly, with kindness and respect
- Bullying behaviour is not tolerated
- Pupils feel safe and are able to report bullying without being afraid.
- We RESPECT each other.

## **Holy Family Secondary School helps to stop bullying by having:**

- An Anti-Bullying Policy and Anti-Bullying Staff Advisory Team
- An Annual Respect Week, Good Friend Week, Anti-Bullying Week, Inclusion Week
- An SPHE curriculum and weekly timetabled SPHE classes for all.
- A Code of Positive Behaviour and clear procedures for dealing with incidents of bullying

## **Pupils help to stop bullying by:**

- Reporting incidents of bullying to someone – another pupil, a parent, a teacher, class tutor, year head, deputy principal, principal
- Treating all other pupils fairly, and with kindness and RESPECT.

## **Parents help to stop bullying by:**

- Communicating to your daughter the expectation that she treats all other pupils fairly, with kindness and respect
- Engage with your daughter on all aspects of school life
- Monitoring carefully your daughter's use of mobile phone, internet and social media

**Bullying causes hurt and unhappiness.**

**Holy Family Secondary School does not tolerate bullying.**

**WE DEAL SERIOUSLY WITH BULLYING IN OUR SCHOOL**

# Procedures for Investigating and Resolving Bullying

(For display with Charter in every classroom and in prominent areas of the school)

## 1. INITIAL REPORTING (Stage 1)

Action taken by	Procedure	Support and/or sanction <i>may</i> include
<p>Subject teacher, tutor, or any teacher who becomes aware of incident(s)</p> <p>Member of the Pastoral Care &amp; Wellbeing Team may be involved</p> <p>If the teacher feels that she/he can resolve the situation</p>	<p>Challenge the behaviour as being unacceptable.</p> <p>Speak to pupils and try to resolve the issue using the Restorative Approach</p> <p>School follows up.</p>	<p>Serious talk with pupil(s) re effects of their behaviour</p> <p>Verbal warning. Pupil/s involved warned to stop.</p> <p>Seek verbal agreement re future behaviour.</p> <p>Outline a fair outcome <i>if appropriate</i>: E.g. an apology, return of property etc.</p> <p>Support for those involved.</p>

## 2. Subsequent report /disclosure (Stage Two)

Action taken by	Procedure	Support and/or sanction <i>may</i> include
<p>Any teacher, Tutor, Assistant Principal, Year Head</p> <p>Member of the Pastoral Care &amp; Wellbeing Team may be involved</p> <p>Anti-Bullying Advisory Team may be involved.</p>	<p>Incident investigated by the Year Head using Restorative Approach</p> <p>Deputy Principal/Principal informed</p> <p>Both sets of parents informed by the Year Head</p> <p>Teacher/Year Head keeps written records.</p> <p>Year Head follows up.</p>	<p>Serious talk with the pupil re: behaviour and future behaviour</p> <p>Sign written agreement re future behaviour</p> <p>Parents/Guardians sign written agreement re future behaviour</p> <p>Speak with school counsellor</p> <p>Detention /other agreed sanction from school's Code of Positive Behaviour</p> <p>Monitor future behaviour</p> <p>Support for those involved</p>

## 3. Where bullying behaviour persists / serious incident of bullying (Stage Three)

Action taken by	Procedure	Support and/or sanction <i>may</i> include
<p>Principal or Deputy Principal involved</p> <p>Year Head</p> <p>Positive Behaviour Group may be involved.</p> <p>Anti-Bullying Advisory Team may be involved.</p> <p>The incident may be referred to the Board of Management at the discretion of the Principal</p>	<p>Parents and pupil meet with Principal / Deputy Principal</p> <p>Use Restorative Approach</p> <p>Feedback to Year Head</p> <p>Written records kept.</p> <p>Follow up progress.</p>	<p>Detention / Suspension / other agreed sanction from school's Code of positive behaviour</p> <p>Parent(s) are met and conditions set regarding pupil's future behaviour</p> <p>Counselling offered /Referral to child psychologist/ Garda Juvenile Liaison Officer</p> <p>Contact with other support agencies e.g. re anger management</p> <p>The future of the pupil in the school may be considered</p> <p>Support for those involved.</p>