



Saint Paul's Catholic High School

Moving forward together. Achievement for all!

ANTI-BULLYING POLICY



Journeying together with Jesus Christ, we learn to love and love to learn.

Document Record	
Title	Anti-Bullying
Date	January 2023
Supersedes	January 2022
Author	Paul Harrington
Date Approved by Headteacher	Jan 2021
Approved Policy Seen By Governing Body	March 2021
Review Date	September 2023
Date Adopted by School	

ANTI-BULLYING POLICY

The aim of the anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at schools. The policy is essential in the context of our Mission Statement in response to parental concerns, in response to students' own needs and in response to the high profile the issue is given in the media.

To help enhance our positive attitude at Saint Paul's we expect all students, parents and staff will:

- Treat each other with respect
- Recognise the true value and individuality of each person
- Acknowledge that as a school community we all have rights and responsibilities
- Move forward with reconciliation through restorative approach and mediation

Bullying is characterised as repeated, targeted and deliberate actions either verbal, physical or emotional designed to hurt, intimidate or otherwise make another person feel uncomfortable, distressed or hurt.

Bullying can take different forms:

- **Verbal bullying** (name calling, sarcasm, taunting, teasing, spreading rumours etc.)
- **Psychological /Emotional bullying** (excluding, tormenting, hiding things, making gestures etc.)
- **Physical bullying** (pushing, kicking, hitting, spitting or any other use of physical violence or unwanted physical contact)
- **Cyber bullying** (Email and internet chat room misuse, mobile threats by text or calls, misuse of associated technology, i.e. camera/video facilities etc.)
- **Bullying via a third party** (reported instances of name calling, sarcasm, taunting, teasing, spreading rumours etc. attributed to another person. This could also be across social media platforms)

Sometimes bullying happens for no reason at all, but it can often fall into specific 'types' of bullying:

- Bullying on the grounds of body image/size
- Faith based bullying
- Racist bullying
- Sexual orientation bullying
- Bullying related to SEN or disability
- Sexist/gender bullying
- Ageist bullying

In our school, all forms and types of bullying are treated the same. They are unacceptable and will not be tolerated.

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Bullying is not 'one-off' name calling, students 'falling out' with each other or 'one-off' fights. These incidents are dealt with via our normal school Behaviour Policy.

All allegations of bullying will be dealt with in the following manner:

- Report the incident to the Pastoral Team via CPOMs/Pastoral

Any alleged incidents will be investigated in the following way:

1. The alleged victim of any bullying incident will be supported by members of the Pastoral team to ensure they feel safe
2. PL/PA to contact parents of alleged bullying victim to report alleged incidents
3. Statements to be taken as quickly as possible from all involved in the incident and witnesses if possible
4. Any evidence including social media/texts/CCTV etc. will be copied to the school server
5. Parents of alleged perpetrator contacted by Pastoral Team to explain that an incident has occurred and an investigation is taking place
6. PL and AH to read statements and decide on suitable sanction up to and including SLT, Isolation and /or FTE
7. PL to contact home for all parents involved outlining the agreed sanctions and future safeguarding measures to ensure there are no further incidents
8. Students who have been proven to have bullied another student will be expected to take part in education sessions, where our school values of tolerance, respect and love will be discussed. These sessions will be run by PAs.

STEPS 1 TO 5 TO BE COMPLETED WITHING 2 WORKING DAYS OF ALLEGATION

If alleged bullying incidents take place and are reported to school by parents or students, we strongly advise that parents/relatives do not seek to meet with the parents of other students, rather they allow school to deal with the matter as outlined in our policy.

Any incidents of parental confrontations with either students or other parents which take place off the school premises, would normally be referred to GMP or our GMP School Liaison Officer.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students and to bring these procedures to the attention of staff, parents and students.

Students who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff
- Reassuring the student
- Offering continuous support
- Restoring self-esteem and confidence.
- Restorative Justice approach

Students who have bullied will be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the student.
- Restorative Justice approach

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Detention
- Isolation including break and lunch time
- Fixed-term exclusion
- Permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Support to the Parents/Guardians

- Parents/Guardians should be advised on local policy and practice about bullying.
- Any incident of bullying will be discussed with the child's parents/guardians.
- Parental/Guardian advice on action will be sought and agreements made as to what action should be taken.
- Information and advice on coping with bullying will be given.
- Support should be offered to the Parents/Guardians including information on other agencies or support lines.

Useful Contacts

- NSPCC Helpline 0808 800 5000
- Childline 0800 11 11 / www.childline.org.uk
- Kidscape www.kidscape.org.uk
- Anti-Bullying Alliance www.antibullyingalliance.org

Monitoring, Evaluation and Review

The school will review this policy and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.