



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.

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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

There is no legal definition of bullying, however our school definition of bullying is: **Repetitive intentional** hurting of one person or a group by another person or group, where the relationship involves an **imbalance of power**. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

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 to parents of perpetrator, and outlining 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

During an investigation, it is likely that the alleged target will feel vulnerable, particularly at breaks, lunchtimes and the end of school. They will be offered protection at such times, in the form of a room/office in school to which they might go with or without friends, and alternative arrangements for buying and eating lunch. They will also be offered regular slots with their pastoral team to check in on their well-being.

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:

The following is the normal hierarchy of sanctions. A serious case of bullying, however, might result in immediate suspension:

- A PL detention (logged on Classcharts), plus restorative conversation to educate the perpetrator on the impact of their actions.
- Restorative conversation between all students involved and an apology from the perpetrators, when consented to by the target.
- A phone call/email to discuss the matter with the perpetrator's parent/guardian, further removal of free time, seating plan changes within class, further education on the matter.
- Reflection time plus perpetrators' parents invited in for a formal face-to-face meeting.
- Timetable change for the perpetrator, plus a meeting with the Assistant Headteacher.
- Internal Suspension
- Formal Suspension
- Step out
- Managed move
- 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, Supporting Organisations and Guidance

- NSPCC Helpline 0808 800 5000
- Childline 0800 11 11 / www.childline.org.uk
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org

- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: "No health without mental health": <https://www.gov.uk/government/publications/nohealth-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-ofpractice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational

How we monitor the situation

Pastoral staff will try to check at regular intervals on the welfare of a student who has been bullied, but we do rely on students reporting any repetition. Whilst the sanctions outlined above will be used as appropriate, both students and parents must understand that we cannot take action if we are not made aware.

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.