

All Saints Catholic High School Anti-bullying Policy



Mission Statement

We are a Catholic community whose mission is to fully prepare our students for the wider world and to send them into it equipped for life and for the service of others. We come together from diverse backgrounds, united by Christ, by the highest aspirations and by a thirst for excellence to instil in our students a respect for themselves, for others and for their environment. We take our inspiration from Jesus' commandment to "love one another".

Approved by the Local Academy Committee: 27 March 2024



Introduction

Our code of conduct states that we treat all with respect irrespective of the challenge presented to us. In our Behaviour for Learning policy clear procedures are identified to deal with anyone who does not commit to the above code.

The aim of this anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied. Bullying is a very serious matter and we all must meet the challenge of creating a safe and secure community for everyone. Bullying is unacceptable and will not be tolerated. Support will be provided for those affected by bullying behaviour.

The school understands that the perpetrator of the bullying also needs support to understand and change their behaviour as often they have also been the victims of bullying previously.

Preventative measures

The school will:

- raise awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- participate in national and local initiatives as appropriate, such as Anti-bullying week.
- seek to develop links with the wider community that will support inclusive anti-bullying education.
- consider the use of specific strategies, for example peer mentoring, on a regular basis and implement them, as appropriate.
- promote positive behaviour through modelling.

Promotion of this policy

The policy and methods for reporting bullying concerns will be promoted throughout the school. For example, information for new students and staff and through regular activities aimed at raising awareness with existing students to share with their families. It will also be accessible via the school website.

Definition of bullying

This definition has been reached over time through consultation with parents, Governors, teaching and non-teaching staff and students. The intention is that everyone will have a clear understanding of what is meant by bullying.

Bullying is when another student or group of students cause personal, physical, emotional, psychological or mental suffering, however great or small and that continued behaviour leaves someone feeling one or more of the following:

- physically and/or mentally hurt or worried
- unsafe and/or frightened
- prevented from doing well and achieving
- 'different' in a negative way, alone, unimportant and/or unvalued
- unable to see a happy and exciting future for self

When a person/persons, has/have been made aware of the effects of their behaviour on another person and they continue to behave in the same manner, this is bullying.

Bullying is any behaviour by an individual or group which:

- is intended to cause hurt; the person or people doing the bullying know what they are doing and mean to do it.
- happens more than once; a pattern of behaviour, not just a 'one-off' incident.
- involves an imbalance of power; the person being bullied will usually find it very hard to defend themselves.

It can be:

- physical; for example, kicking, hitting, taking and damaging belongings.
- verbal; for example, name calling, taunting, threats, offensive remarks.
- relational; for example, spreading nasty stories, gossiping, excluding from social groups.
- cyber; for example, texts, e-mails, picture/video clip bullying, Instant Messaging (IM) posting on social media sites.

Where individuals or groups bully different people, this will be seen as a pattern of bullying behaviour and treated as such.

Key Principles for dealing with bullying.

- Everyone is entitled to speak to someone if they feel they are being bullied.
- Everyone is entitled to receive help and care if they are being bullied.
- Everyone has a responsibility to help and care for students who are being bullied and to understand that through inaction, bullying can be condoned.
- All incidents of bullying will be thoroughly investigated before any action is taken.

If someone is made to feel unhappy as a result of the actions of others it should be investigated. This should happen as soon as possible.

Procedures

Identifying bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Students who are being bullied may not feel able to report it. However, changes in their behaviour may be evident such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence to changes in work patterns, a lack of concentration or truancy. All staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Students who are bullying others also need support to help them understand and change their behaviour.

Students who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way. All students will be encouraged to report bullying by:

- talking to a member of staff – such as their Form Tutor/Year Progress Leader or Student/Learning Support teams.
- contacting staff they have a positive relationship with.
- having awareness of local and national support agencies for advice/support.

Parents will be encouraged to report concerns about bullying to a member of staff and to support the school in addressing it. Parental attempts to resolve bullying directly with other students/their families can lead to an escalation and is discouraged overall.

School approach to dealing with bullying.

The school will take the following steps (as appropriate) when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with promptly.
- Any student reporting an alleged incident of bullying will be informed of the outcome of any investigation including, where appropriate, support in understanding the definition of bullying.
- An account of the concern will be recorded for student support and relevant staff.
- A member of the pastoral team/senior staff will investigate, interview those involved and take a statement as a record. This will be held in line with the school's data protection policy/practice and is likely to be placed on to the school's CPOMS system.
- Parents, form tutors and other relevant adults will be informed.
- Where bullying occurs outside school, any other relevant schools or agencies (e.g. youth clubs, transport providers) will be informed about the concerns and any actions taken.

- Consequences for choice of behaviour will be used.

Students who have been bullied will be supported by our student support/pastoral team by:

- offering an opportunity to discuss the experience with a member of staff.
- Providing reassurance that the bullying will be addressed.
- offering continuous support to restore self-esteem and confidence.
- the use of specialist interventions and/or referrals to other agencies e.g. educational psychology.
- knowing where they can return to if difficulties continue.

Students who have engaged in bullying behaviour will have:

- an appropriate school sanction applied (*see list below*).
- support to understand the impact of their behavioural choices and to make amends to their victim.
- support to change their behavioural choices and to understand the feelings which are driving them.
- specialist interventions and/or referrals to other agencies e.g. educational psychology, where appropriate.

Continued bullying will almost always lead to suspension and in the instances where the above remediations prove ineffective will lead to permanent exclusion. The range of sanctions that will be applied will therefore range from:

- official warnings to cease bullying behaviour
- sanctions in line with school behaviour management
- actions and/or programmes of restorative justice
- suspension
- permanent exclusion

Students may also be offered, in agreement with parents/carers, the opportunity for a managed move under the Local Authority Fair Access Protocol.

Complaints about unresolved situations

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.

Bullying outside school

Where a student is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone. Referral of the family to external support agencies will be made where appropriate. Parents may wish to seek advice from other external agencies such as Kidscape or BullyingUK.

Monitoring, evaluation and review

The Director of Student Support and the Intervention Manager will lead on the implementation of the policy.

Termly reports will be made to the Local Academy Committee within the Headteacher's report and statistical information will be provided to the Local Authority and Trust as required.

The Local Academy Committee will review the policy every two years and assess its implementation and effectiveness.

