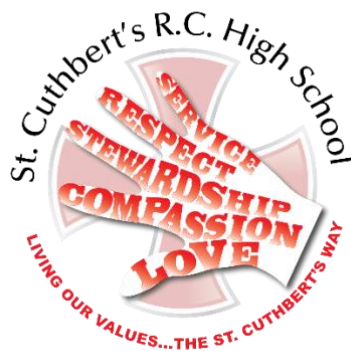




St. Cuthbert's
Roman Catholic High School

WHOLE SCHOOL POLICY & PROCEDURES

ANTI BULLYING POLICY



Mission Statement

*'The Lord God requires of us that we should help others whenever we can,
always make the right choices and be the best that we can be in everything that we do'.*

Policy: Anti Bullying Policy		
Type: School Policy	Website: Yes	Author: C Hunt
Approved: March 2019		Next Review: March 2020
Frequency: Annual		Delegated: Governors - Full
Notes:		

Rationale

Everything we do and every interaction at St Cuthbert's is based on our core values of respect, love, compassion, stewardship and service. **St Cuthbert's RC High School will not tolerate bullying and will seek to deal with it quickly and effectively.** All students should be able to work in a safe, caring, supportive environment and bullying has no place in this vision or in our school.

We believe in dignity for all and want our young people not just to be safe and happy but to understand their actions can have a serious effect positively or negatively on others. We want them all to make the right decisions for the right reasons in relation to any relationships they have. Our focus will be on installing the principles of rights and responsibilities which will serve as the basis for respect & tolerance

We also have a responsibility given to us by the government - *'a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to the local authority children's social care'. We have a legal requirement upon us to take necessary action under Section 149 of the Equality Act, 'public authorities must have 'due regard' for eliminating discrimination, harassment, victimisation and any other conduct that is prohibited under the Act.'*

Aims

- For all students, staff and community members to recognise bullying as an unacceptable, anti-social behaviour, and actively work together to challenge it
- To have a robust system which prevents, challenges and responds to bullying wherever it occurs
- To raise awareness of the nature and impact of bullying and what systems are in place to deal with this
- To promote the emotional resilience of children and young people to deal more effectively with bullying in all settings
- To provide a school environment in which students can receive their education in safety and with confidence
- Relationships in the school will be conducted according to Christian principles of mutual respect and tolerance.

Impact Targets

- All students will be able to confirm they know what bullying is and what they should do to prevent it.
- All incidents of bullying have been logged and resolved. There are no repeat offenders.
- Stakeholder voice identifies anti-bullying as a strength of the school.
- All staff are able to identify types of bullying, report and deal with accordingly.

1. Introduction:

- 1.1. Bullying is deliberately hurtful behaviour, whether physical or psychological, repeated over a period of time where it is difficult for those being bullied to defend themselves.
- 1.2. According to 'Kidscape':
 - it involves aggression (deliberate) and unequal power relationship;
 - it results in pain or distress and is persistent.
- 1.3. St Cuthbert's Catholic High School will not tolerate bullying and will seek to deal with it quickly and effectively. All students should be able to work in a caring, supportive environment and bullying has no place in this vision.
- 1.4. It is recognised that all schools are likely to have a problem with bullying at some time. This school regards bullying as particularly serious and firm action will always be taken against it.
- 1.5. This policy aims to produce a consistent response, by the school, to any bullying incidents that may take place.
- 1.6 Responsibilities
 - **All staff** have a responsibility to deal with and prevent bullying if they see it or become aware of it. As a minimum requirement staff must report any concerns regarding bullying to the relevant Head of Year or Form Tutor. If they cannot be found the information should be given to the Pastoral Deputy Headteacher or a member of the Pastoral Team.
 - **Pastoral Managers will** investigate any allegations or suspicions of bullying taking statements from all of those involved. If there is sufficient evidence of bullying then a bullying form will be completed and filed with the Local Authority. Any confirmed acts of bullying will be referred to the **Inclusion Manager** for further action
 - **Leaders of the school** have a key role. **The Deputy Head** must report on a termly basis to the LA on all confirmed reports of bullying. The **Headteacher** must ensure the Governors are fully informed of any issues around bullying and the **Governors** must ensure all reasonable steps to detect, prevent and deal with bullying have been taken by the school and that they are fully informed of all data and analysis
 - **The LA** also has a role to play and any incidents of bullying will be reported to them. The Safer Schools Partnership - (Police, YOT, Education and Youth Service) includes professionals trained in Restorative Practice approaches to deal with incidents of bullying and other associated practice

2. Recognising the Signs of Bullying:

- 2.1. Bullying is deliberately harmful behaviour over a period of time. Staff will watch out for the signs and symptoms of the following forms of bullying:
 - Physical.
 - Verbal.
 - Indirect, e.g. spreading rumours or social exclusion.
 - Misuse of mobile phones or online Social Media, message boards and chatrooms.
- 2.2 The school recognises that any student can be bullied but certain factors can make bullying more likely:
 - A lack of close friends in the school.
 - Shyness.
 - Race, religion, sexual orientation or social class.
 - A disability or some other obvious difference, e.g. stammering or acne.

2.3 Staff will suspect bullying is occurring if a student:

- Becomes withdrawn and anxious.
- Shows a deterioration in his or her work.
- Starts to attend school erratically.
- Has spurious illnesses.
- Persistently arrives late at school.
- Prefers to stay with adults.

2.4 Staff CPD

Over a 1 year cycle staff will engage in a programme of CPD. Any new staff will 'catch up' via the induction programme they will undertake. The programme will include the following:

- Identifying bullying and the victims of bullying
- Strategies for dealing with bullying and preventing bullying from happening in your classroom
- Staff as role models
- How to identify and deal with inappropriate language and views including racism & homophobia
- Cyberbullying – what is it & how to prevent it.

3. Preventing Bullying:

- 3.1. The school will raise the awareness of the anti-social nature of bullying and the school's total opposition to bullying through form tutor time, assemblies, the School Council, use of mentoring time, the curriculum, national anti-bullying week and by example.
- 3.2. Staff will not ignore bullying or suspected bullying. All school staff will intervene to prevent bullying incidents from taking place. After initial intervention the staff member will record the details of the incident and make a referral to the Head of Year, Year Mentor or Attached Assistant Headteacher.
- 3.3. The school will encourage students to report any incidents of bullying to a teacher or other adult at school. Students will be told that they may bring a friend with them if they wish.
- 3.4. The school will ensure that all staff, students and parents are aware of the school's anti-bullying policy.
- 3.5. Staff will praise and encourage students when they show kindness and consideration to others.

4. Dealing with Bullying Incidents:

- 4.1. Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.
- 4.2. In dealing with bullying, school staff will:
 - Not ignore it.
 - Not make premature assumptions.
 - Listen to all accounts of the incidents.
 - Adopt a problem-solving approach that encourages students to find solutions rather than simply justify themselves.
 - Make regular follow-up checks to ensure that bullying has not resumed.

5. If a Student is bullied:

- 5.1. Staff who receive a report of bullying from a student will:
 - Listen to the student's account of the incident.

- Reassure the student that reporting the bullying incident was the right thing to do.
- Make it clear to the student that he or she is not to blame for what has happened.
- Make a note of what the student says.
- Explain that the student should report any further incidents to a teacher or other member of staff immediately.

5.2. Staff will ask the student:

- What has happened?
- How often has it happened?
- Who was involved?
- Where has it happened?
- Who saw what happened?
- What he or she has done about it already?

5.3. This information will be referred as soon as possible to the Head of Year.

6. Advice to Students:

6.1. The school will advise students who are caught up in bullying incidents to:

- Stay calm and look as confident as possible.
- Be firm and clear. Tell the bully to stop.
- Get away from the situation as quickly as possible.
- Immediately tell an adult what has happened.

7. Support Services:

7.1. Staff will direct students involved in bullying incidents to appropriate support within school, e.g.:

- Form Tutor.
- Head of Year, Year Mentor or attached Assistant Headteacher.
- External Mentor Service.
- Mediation (by Mentors or Teachers).
- School Nurse.
- Peer support.
- Circle of friends.

8. Helping Bullies to Change:

8.1. Staff will spend time to help students who have bullied others to change their behaviour. If a student is bullying others, staff will:

- Talk to the student and explain that bullying is wrong and makes others unhappy.
- Discuss with the student how to join in with others without bullying.
- Talk to the student about how things are going at school, his or her progress and friends.
- Give the student lots of praise and encouragement when he or she is being kind and considerate to others.

9. Dealing with Serious Bullying:

9.1. If the preventative measures and peer support strategies do not succeed, serious bullying will be dealt with under the school's discipline policy. The bully may:

- Be removed from the group and placed in a different class or form.
- Receive a sanction.
- Attend a meeting with key pastoral staff and parent/carer to discuss the issue.
- Receive support from our on-site support services.
- Be banned from a school trip or other events where these are not an essential part of the curriculum.
- Be excluded for a fixed period.
- Be placed in an alternative provision or recommended for a managed move

9.2. In the most serious cases, permanent exclusion may be considered if the bullying involves serious actual or threatened violence against another student or amounts to persistent and defiant misbehaviour.

10. Recording Incidents

10.1. All incidents of bullying and discussions with the students involved will be recorded, along with the school's response. This record will be monitored by the Assistant Headteacher for Inclusion.

11. Co-operating with Parents and Carers

- 11.1. The school will work with parents in dealing with bullying. Bullying in school is everyone's problem. All staff, students and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.
- 11.2. The school will ensure that parents and students are aware of the school's ant bullying policy and the mechanisms in place to deal with it.
- 11.3. Parents, carers and families are often the first to detect signs of bullying. Common physical symptoms include headaches, stomach aches, anxiety and irritability.
- 11.4. The school will encourage parents who suspect that a child is bullying or being bullied to immediately contact the school and make an appointment to see the child's form tutor or Head of Year as soon as possible.
- 11.5. Parents and carers will be informed of incidents and will be involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

12. Monitoring and Review

- 12.1. This policy is regularly monitored and reviewed, on a two year cycle, by the Headteacher to ensure that it is working as effectively as possible.