



St Joseph's Roman
Catholic High School

Anti-Bullying Policy

October 2018

Jesus Christ is our family role model

Opening our hearts and minds to dream the impossible and
achieve beyond our wildest imagination

Everybody is valued and respected

Young and old will journey together to build God's Kingdom.

Striving for academic excellence and celebrating success in all
we do

Approved by Governors: September 2018

Date for Review:

Signed Chair of Governors:

Signed Headteacher:

Summary

St Joseph's fully commits to the principle that every member of our community has been created in the image and likeness of God. We support and follow the Gospel Values of truth and justice and by particularly recognising the dignity and worth of each individual. Where bullying does occur, it will be dealt with swiftly in accordance with this policy.

1 The Guiding Principles of the policy are that the school will ensure:

- We comply with our legal duties including The Equality Act 2010.
- We comply with the Education and Inspections Act 2006 that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.
- We promote an anti-bullying message through the academic and pastoral curriculum to encourage all members of the school community to act in a caring manner towards each other that is free from fear of ridicule, harassment or physical threat.
- We make every effort to resolve bullying.
- We safeguard and educate our pupils and parents following 'Keeping Children Safe in Education- Sept 18'.
- Students and parents are listened to, and any reports of bullying are taken seriously, advising follow up with the Police, if necessary.
- We provide a secure, safe and caring environment where bullying is not and will not be tolerated.

2 The Aims of the policy are to ensure:

- Everyone in the school is treated with respect, and acts with courtesy and consideration at all times.
- The school community works together to ensure the school is a safe place for all adults and children.
- We develop a culture which recognises that bullying exists, encourages students to report instances of bullying and send a message that bullying will not be tolerated.
- All allegations are treated seriously and acted upon until everyone is happy that the bullying has stopped.
- Students are clear about who to report concerns to.
- We create a safe environment where students can openly discuss the cause of their bullying, without fear of further bullying or discrimination.

3 In Implementing the Policy, the School will ensure:

- Staff are given appropriate support and relevant professional development opportunities to support them in implementing successful strategies to address all issues around anti-bullying.
- Staff are accessible and listen to students' concerns.
- Staff are vigilant in observing relationships inside and outside the classroom.
- Staff are able to identify vulnerable children who may fall victim to bullying, or those who demonstrate bullying behaviour.
- Necessary steps are taken to identify those responsible, appropriate sanctions used and help and guidance given to modify behaviour.
- Parents who have raised a concern about bullying will be reported back to fully.

- All incidents and actions are recorded on Sims.
- All Governors, teaching and non-teaching staff, students and parents have an understanding of what bullying is.
- All Governors, teaching and non-teaching staff, students and parents understand the anti-bullying policy, and what to do if incidences of bullying arise.
- Staff treat a bullying incident as a child protection concern where there is 'reasonable cause to suspect that a child is or is likely to suffer significant harm.' Bullying can be part of other forms of abuse, including neglect, emotional, physical and sexual abuse.

4 What is Bullying?

At St Joseph's we define bullying as: ***"Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally"***.

(DFE Preventing and Tackling Bullying- July 2017)

- **Physical:** including being punched, kicked, hit, spat at, taking or damaging other people's possessions, theft.
- **Verbal:** including name calling. This may be directed towards gender, ethnic origin, disability, sexuality, appearance, personality or threats of violence.
- **Cyber:** including sending offensive texts or photos. Using social networking sites or apps to deliberately hurt and humiliate publically. By the use of e-mail or chat rooms to send nasty and hurtful messages.
- **Sexting:** "It is illegal to take and share naked or 'sexy' pictures or videos of people under the age of 18, even if you are taking them of yourself" Bolton's anti-bullying strategy, 2014. Also known as 'Youth Produced Sexual Imagery'- Keeping Children Safe in Education- Sept '18.
- **Emotional:** leaving people out of activities or discussions. Dirty looks and the spreading of gossip to intentionally upset a person. Prank phone calls.

5 Role and Responsibility of Staff:

To recognise signs and symptoms of bullying including:

- Monitor Lateness and Absences; ('Pupils who are bullied are twice as likely to truant.' DFE- Bullying Evidence- June 2018).
- Anxiety about travelling to and from school.
- Deterioration in educational performance, loss of concentration, loss of enthusiasm and interest in school.
- Pattern of physical illness (headaches, stomach ache).
- Unexplained changes in mood or behaviour.
- Visible signs of anxiety or distress (stammering, crying, not eating).
- Spontaneous out of character comments about students or teachers.
- Unexplained bruising or cuts, or damaged clothing.
- Reluctance and/or refusal to say what is troubling him/her.

These signs do not necessarily mean a student is being bullied. If repeated or occurring in combination they warrant investigation.

- To listen carefully and sympathetically to students' concerns, and initiate an appropriate course of action.
- Address the theme of bullying specifically through PSHCE, assemblies and class based activities including registration activities.
- Demonstrate a high standard of personal and social behaviour.
- Take action when bullying is suspected by:
 - Listening to students' concerns.
 - Asking students what they would like to see happening to resolve the situation and what they think would make it worse.
 - Conduct restorative justice meeting between pupils if appropriate.
 - Follow the schools behaviour policy with consequences and intervention.
 - Informing and involving relevant pastoral staff.
 - Following up any complaint by a parent about bullying promptly.
 - Dealing with observed instances of bullying promptly and effectively, and in accordance with agreed procedures.
 - Ensuring all details are logged on Sims or the school bullying log.
- Be aware of legislation and guidance around all types of bullying.
- Reinforce positive language and challenge inappropriate comments.

6 Roles and Responsibilities of Parents and Carers:

- Watch out for signs of distress or unusual behaviour in your child.
- Advise your child to report any bullying to their Form Tutor, Pastoral Support Manager, Head of Year or any member of staff they would feel comfortable speaking to.
- Advise your child not to retaliate violently to any form of bullying.
- Monitor your child's use and access to social media to monitor bullying that may occur online, outside of school.
- Be sympathetic and supportive towards your child and reassure them that appropriate action will be taken.
- Inform the school of any suspected bullying, even if your child is not involved; (Via phone call/ email - NOT public social media).
- Cooperate with and support the school if your child is accused of bullying.
- Support or agree that your child must speak first to a staff member or the Head of Year before texting or phoning home.

7 Roles and Responsibilities of Students:

- Help develop a culture where bullying will not be tolerated.
- Be friendly towards people you know are being bullied, and support them to talk to a member of staff; (Form Tutor, Pastoral Support, Head of Year, Any staff member).
- Report any episodes of bullying to staff in the first instance.
- If you are being bullied:
 - Go straight to a member of staff. Make sure you allow school to deal with the bullying incident. Parents will be informed by the member of staff dealing with the incident.
 - Report the incident via epraise direct to school.
 - Try to stay calm and look as confident as you are able. Get away from the situation rather than retaliate.
 - Tell a friend.
 - Tell an adult.

8 Links to Guidance/Resources:

<https://www.thinkuknow.co.uk>

<http://anti-bullyingalliance.org.uk>

<http://www.ceop.police.uk>

<http://www.childline.org.uk>

www.stonewall.org.uk

www.bullyfreezone.co.uk