Anti-Bullying Policy

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Signed by Chair of Governors: Mr Nick Ager

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Signed by Headteacher: Mrs Kate Pereira

Reviewed: July 2021
Next Review: July 2023

St John Fisher
Catholic High School

Policy and Procedures

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Anti-Bullying Policy

"I have come that they may have life and have it to the full"

John Chapter 10

Aims

The aim of our Anti-Bullying Policy is to clarify for all members of our community that bullying is always unacceptable and contrary to our Christian ethos and code of conduct.

Our school community:

- Discusses, monitors and reviews our Anti-Bullying Policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

Definition of bullying

Bullying is "**Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**".

Bullying can include:

- name calling
- taunting
- mocking
- making offensive remarks
- kicking
- hitting
- taking belongings
- inappropriate text messaging and electronic messaging (including through websites, Social Networking sites and Instant Messaging)
- sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping
- excluding people from groups
- spreading hurtful and untruthful rumours

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to Special Educational Needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying related to Young Carers or Looked After Children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyberbullying (see annex 1)
- Any form of prejudice related bullying

Preventing, identifying and responding to bullying

We will:

- Provide good supervision of students at the start and end of the day, as well as break and lunchtime, and particularly in areas identified by students as unsafe.
- Work with staff and outside agencies to identify all forms of prejudice driven bullying.
- Actively promote systematic opportunities to develop students' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum (PSHE), through assembly, through display, through peer support and through the School Council.
- Actively create "safe spaces" for vulnerable children and young people.
- Log all bullying incidents within school through House bullying logs and ask students to record in a diary a log of incidents that may have happened.
- Encourage the breakdown of group stratification through vertical tutoring by encouraging older students to support younger ones.
- Report racist and other identified prejudice related incidents to the Local Authority.

Involving parents/students

We will:

- Regularly canvass children and young people's views on the extent and nature of bullying, via School Council and questionnaires.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaged in bullying. (please see behaviour policy)
- Involve students in anti-bullying campaigns in school.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.
- Regularly review School Council Statement of Bullying (see Annex 2).
- Provide provision for follow-up with victims of bullying and bullies themselves, through House system and other pastoral support, eg PCSO.

Sanctions

Each incident will be dealt with on an individual basis and appropriate consequences will follow, including detention, seclusion and fixed term exclusion. However, a student who is persistently involved in bullying and demonstrates no intention of improvement in this area, will be at risk of permanent exclusion. Please see how this will work in behaviour policy

Liaison with parents/carers

We will:

- Ensure parents/carers watch out for signs of their child being upset or frightened.
- Ensure that parents/carers know whom to contact if they are worried about bullying.
- Ensure parents/carers know about our complaints procedure and how to use it effectively.

Links with other school policies.

This Policy links with a number of other school policies, practices and action plans including:

- Complaints Policy
- Behaviour for Learning Policy
- Safeguarding and Child Protection Policy
- Healthy Schools Policy
- Citizenship and PSHE Schemes of Work
- The recording of Racial Incidents
- Confidentiality Policy

Monitoring & review

We will review this Policy at least once every two years as well as if incidents occur that suggests the need to review. The school uses the guidance given by:

- DfE
- Anti-Bullying Alliance

to inform its action planning to prevent and tackle bullying.

Responsibilities

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Leaders, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly
- The Headteacher to communicate the policy to the school community

Annex 1

Anti-Cyber Bullying Code

Being sent an abusive or threatening text message, or seeing nasty comments about yourself on a website, can be really upsetting.

This code gives you seven important tips to protect yourself and your friends from getting caught up in cyberbullying, and advice on how to report it when it does happen.

- ✓ **ALWAYS RESPECT OTHERS**

- ✓ **THINK BEFORE YOU SEND**

- ✓ **TREAT YOUR PASSWORD WITH CARE**

- ✓ **BLOCK THE BULLY**

- ✓ **DON'T RETALIATE OR REPLY**

- ✓ **SAVE THE EVIDENCE**

- ✓ **MAKE SURE YOU TELL**

Annex 2

Student Statement on Bullying

What is Bullying?

In our school a bully is someone who hurts someone more than once, by using behaviour which is meant to hurt, frighten or upset another person.

Bullying can be:

Emotional: Hurting people's feelings, leaving you out, being bossed about.

Physical: Punching, kicking, spitting, hitting, pushing.

Homophobic: Calling you gay or lesbian.

Through a 3rd person: Sending a friend with horrid messages.

Verbal: Being teased, name calling, hand signs.

Racist: Graffiti, calling you names.

Sexual: Rude comments, touching you when you don't like it.

Special Education Needs and Disability: Calling SEN students names or making fun of them.

Cyber: Texts, email, social networking websites.

Prejudice – related: being picked on because you are perceived as 'different' in some way.

What should we do if we see bullying in school.

Students should:
- Tell someone straight away e.g. teacher, member of staff, parents, other students.
- Tell the bully to stop if it is safe to do so.
- Discuss how you feel with your parents.

Staff should:
- Watch out for bullies and for students who are upset and frightened.
- Follow up incidences of bullying according to the school policy on anti-bullying.

Parents should:
- Encourage their children to tell them if they are being bullied.
- Watch out for signs of their child being upset or frightened.
- Contact school immediately, via House Student Support Officer, if their child is being bullied.