St Philip Howard

Catholic Voluntary Academy

ST. PHILIP HOWARD
CATHOLIC VOLUNTARY ACADEMY

St Ralph Sherwin
Catholic Multi Academy Trust

ANTI BULLYING POLICY

Lead	*Headteacher*
Policy Status: Approved	*Approved Summer 2021*
Prepared	*Deputy Headteacher*
Next Review	*September 2027*
This Version No.	*10*

Signed: M Hyde…… Date: …Summer 2021…….
Chair of Governors

Model Anti-Bullying Policy for Schools adopted by St. Philip Howard Voluntary Academy

This policy is based on DfE guidance "*Preventing and Tackling Bullying. Advice for Headteachers, staff and governing bodies*", March 2014 and it is recommended that schools read this guidance: https://www.gov.uk/government/publications/preventing-andtackling-bullying. See Section 9 for further school policies and practices.

Our Vision

Our School is a community where we strive to:

- Ensure that faith and worship is lived, taught and celebrated
- Provide a curriculum that enables all to experience the fullness of life
- Be a witness to Christ as we work with our parishes and the wider community
- Value and celebrate the achievements of all
- Communicate effectively and work in partnership with each other
- Support all our school community as we journey together
- Committed to safeguarding and promoting the welfare of Children and Young People

1) Our Basic Beliefs

The school community of St. Philip Howard Catholic Voluntary Academy firmly reject any forms of bullying. We are committed to the creation of an environment where all members can achieve their best in an atmosphere characterised by mutual support and lack of fear/respect.

2) Objectives and Aims of this Policy

The overriding aim is for teachers, parents and pupils to work together in an integrated way to:

- Produce an atmosphere in the academy in which bullying is regarded by everyone as totally unacceptable
- Resolve bullying issues effectively, by supporting the victims and seeking to change the attitudes of the bullies.
- Ensure that the whole Academy community is able to learn and work in a supportive, caring and safe environment without fear of harassment and where everyone is treated with respect.

This policy outlines what St. Philip Howard will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community, including Student Council, Prefects and staff and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

3) Our school community:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis, and at least annually.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- 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.

4) Definition of bullying

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally and involves an imbalance of power". (DfE "Preventing and Tackling Bullying", October 2014)

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; threatening or causing physical harm; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours; causing emotional or psychological harm. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites, social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

5) Forms of bullying covered by this Policy

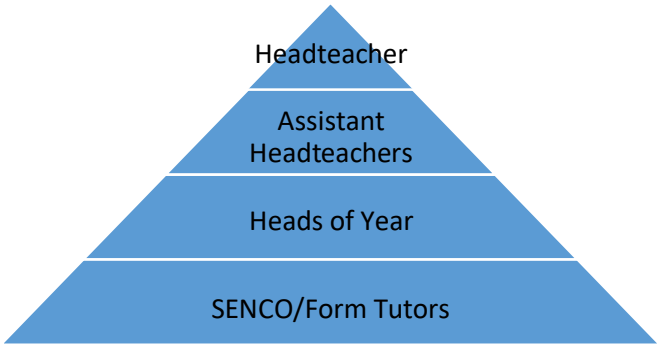
Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic and biphobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying. • Bullying via technology –"cyberbullying".

6) Preventing, identifying and responding to bullying

The school community will:

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- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills and knowledge, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support, the school/student council and web site content.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour. Through the use of staff CPD.



- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence as a pastoral team about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.

7) Reporting and Responding to Bullying

What to do if you are being bullied?

1. Tell any member of staff.
2. Seek the help and support of another pupil.
3. Consult the leaflet for information on outside agencies.

Responsibilities of bystanders.

It is the responsibility of all bystanders including pupils, parents and other school staff to respond to and report any form of bullying. We expect bystanders to:

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- Not participate
- Reassure the victim
- In an emergency send someone to find the appropriate person
- If they have any concerns speak to an appropriate adult as soon as possible
- If they suspect bullying is taking place, still have responsibility to inform someone.

8) Dealing with Incidents

Procedure for incidents reported to members of staff (including teachers, support staff, office staff, mid-day supervisors, cleaners etc.)

1. The member of staff should listen and be supportive.
2. At the earliest opportunity enlist the help of the form tutor.
3. The form tutor needs to record the incident.
4. The form tutor, if they feel they are able, should deal with the problem making sure the bully is aware of how the school views their behaviour. At the earliest opportunity the tutor should inform the Head of Year about the incident.
5. If the form tutor feels the incident needs further investigation the case should be referred on to a member of the pastoral team who will investigate and interview all parties involved. If bullying is found to have occurred, the bully will be punished which may involve any of the following:

i. Involvement of parents; ii.
Detention, senior leaders detention; iii.
Exclusion for a period of time; iv.
Incident recorded in pupil file; v.
Mediation as an alternative.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached and they will inform the Head of Year.
- A clear and precise account of the incident will be recorded and given to the head teacher and/or designated safeguard lead.
- A member of the Pastoral Team/ Designated Safeguarding Lead will interview all concerned and will record the incident.
- Teachers/Form Tutors will be kept informed.
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.
- Where the bullying takes place outside of the school site, where appropriate, the school will work with all agencies, including the police to support a resolution. The behaviour policy/ safeguarding policy will be invoked where deemed appropriate.
- Parents/carers will be kept informed.
- Consequences will be used as appropriate and in consultation with all parties concerned.

- If necessary and appropriate, the police or other local services will be consulted.

Supporting Pupils

Pupils who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with their Head of Year or a member of staff of their choice.

- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Reassuring the pupil and providing continuous support.
- Restoring self-esteem and confidence.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the pupil.
- Providing appropriate education and support.
- If online, requesting content be removed and reporting account/content to service provider.
- Sanctioning in line with school behaviour/discipline policy. This may include official warnings, detentions, removal of privileges, fixed-term and permanent exclusions.
- Speaking with police or local services.

Supporting Adults

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the Designated Safeguard Lead and/or a senior member of staff/Headteacher.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Reassuring and offering appropriate support.
- Where the bullying takes place outside of the school site, where appropriate, the school will work with all agencies, including the police to support a resolution. The behaviour policy/ safeguarding policy will be invoked where deemed appropriate.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults (staff and parents) who have bullied will be helped by:

- Discussing what happened with a senior member of staff and establishing the concern.
- Clarifying the schools official procedures for complaints or concerns.
- If online, requesting content be removed and reporting account/content to service provider.
- Instigating disciplinary, civil or legal action.
- Considering counselling, behavioural coaching, or other support.

9) Involvement of pupils We will:

- Regularly conduct a pupil voice on the extent and nature of bullying at St. Philip Howard.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum through PSHE, Gratitude Club, Assemblies.
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.
- Utilise trained peer mentors to facilitate the support of pupils who have been bullied.

10) Liaison with parents and carers We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

11) Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

12) Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Assistant Headteacher, Associate Assistant Headteachers, Heads of Year, Middle 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 and to ensure that disciplinary measures are applied fairly, consistently and reasonably via school website/handbook.
- Staff to support and uphold the policy.
- Parents/carers to support their children and work in partnership with the school. Pupils to abide by the policy.

13) Monitoring & review, policy into practice

This policy will be monitored and reviewed on an annual basis

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- 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" October 2014: https://www.gov.uk/government/publications/preventing-andtackling-bullying
- DfE: "No health without mental health": https://www.gov.uk/government/publications/nohealth-without-mental-health-a-crossgovernment-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
- Stonewall: www.stonewall.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/sendcode-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