	Policy No: PP1	Revision No:	1
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		Committee:	FGB
	Anti-Bullying Policy	Minute No:	08.10.19.19.01
St Mary's Catholic High School		Date Issued:	October 2019
		Review Date:	September 2021
	Workload Implications Considered ✓		

Gaudium et Spes

"Live, Love and Learn in the Light of Christ"

This policy is based on DfE guidance "*Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies*" and supporting documents "Supporting children and young people who are bullied: advice for schools", "Cyberbullying: advice for headteachers and school staff", "Advice for parents and carers on cyberbullying" November 2014. It also takes into account "Keeping Children Safe in Education" 2019.

1.   **Objectives of this Policy**

This policy outlines what St Mary's Catholic High School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community 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.

2.   **Our School Community:**

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying.
- 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 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.

3.   **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", July 2017).
Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) (in some cases, outside of school where it can affect a pupil's wellbeing) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

4.   **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.
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Bullying relating to gender.
- Bullying via technology – "cyberbullying".
- Bullying based on attitudes to school, work ethic, and academic ability.

5. **Preventing, Identifying and responding to Bullying**

The school community will:

- 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.
- Specialist diversity leaders will be employed to work with Year 10 pupils through respect and diversity workshops to embed a culture of mutual respect and tolerance of all. These workshops will run annually.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- 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 and the school/student council.
- 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.
- Proactively gather and record concerns 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.
- Be encouraged to use social media positively and responsibly.

6. **Involvement of Pupils**

We will:

- Promote at all times our three school rules – be ready, be respectful, be safe – so that the children understand our expectations.
- Canvas children and young people's views on the extent and nature of bullying.
- 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.
- 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.
- Ensure that pupils are aware of the dangers of online communication, including social media, and how to use the internet appropriately and positively, both in and out of school.

7. **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 to raise concerns in an appropriate manner.
   - 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.
   - Ensure that parents are aware of the dangers of online communication and the types of social media/applications that pupils use and how to use them appropriately.

8. **Links with other School Policies and Practices**

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

   - Behaviour and Exclusions Policy
   - Complaints Policy
   - Child Protection and Safeguarding Policy
   - Online Safety and Acceptable Use Policies (AUPs)
   - Curriculum policies such as PSHE and Sexting
   - Searching and Confiscation Policy

9. **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 (but are not limited to):

   - 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

10. **Responsibilities**

    It is the responsibility of:

    - School Governors to take a lead role in monitoring and reviewing this policy.
    - Governors, the Headteacher, Senior Managers, 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.
    - 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.

11. **Monitoring and Review, Policy into Practice**

The Governor with responsibility for anti-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.

12. **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" July 2017: https://www.gov.uk/government/publications/preventing-and-tackling-bullying
   - DfE: "No health without mental health": https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-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/send-code-of-practice-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
   - Educate against Hate: www.educateagainsthate.com/