

ST CHAD'S CATHOLIC AND CHURCH OF ENGLAND HIGH SCHOOL **ANTI-BULLYING POLICY**

EVERY CHILD MATTERS- Is the strategy to ensure the well being of young children from birth to nineteen and aims to support all children to develop their potential through five key outcomes for children to:

- **Be healthy**
- **Stay safe**
- **Enjoy and achieve**
- **Make a positive contribution**
- **Achieve economic well-being**
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St Chad's is proud to be described by Ofsted as being a school where 'every child really matters' and where our 'children are lovely.' (2011)

Our school mission statement '**A secure, friendly community where we seek to realise the full potential of all our members through the living love of Christ.**'

Aims:

- To provide a school environment where bullying is not tolerated and pupils feel safe to tell someone, whether another child or adult, if they are being bullied. (ECM 1,2,3).
- To promote an anti-bullying message through the academic and pastoral curriculum (ECM 4)
- To encourage all members of the school to act with tolerance, courtesy and consideration to others at all times. (ECM 1,2,3,4)
- To embed the key principles of SEAL (Social and Emotional Aspects of Learning)

Bullying of any kind is totally unacceptable at St Chad's. **Any behaviour that is the illegitimate use of power with the intent to hurt others, physically or mentally, is bullying behaviour and is treated extremely seriously.** Bullying is the deliberate, unprovoked and unjustifiable use of force, either physical or emotional, by an individual or group. It causes physical, psychological or emotional pain to the person being bullied. It robs a person of their rights, their peace of mind and their self-esteem. Recent studies

suggest that consequences of bullying can last for many years and in extreme cases can undermine a person's confidence for life.

- Bullying is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting
- Physical- pushing, kicking, hitting, punching or any use of violence
- Racist- taunts, gestures graffiti
- Sexual- unwanted physical contact or sexually abusive comments
- Homophobic- because of or focussing on the issue of sexuality
- Verbal- name calling, sarcasm, spreading rumours, teasing
- Cyber/ Mobile- internet, call misuse, text messaging (See separate policy)

However:

Bullying isn't when a group of friends fall out and one child is temporarily ostracised, although at the times it can be mistaken by pupils and parents as such. The school will work proactively to resolve the situation quickly and support the child who has been ostracised, through the procedures laid out below.

No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We aim to take a pro-active approach to bullying behaviour by encouraging a friendly, responsible atmosphere allied with swift action when required.

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child displays one or more of the following:

- Is feeling sick or unwell in the mornings
- Is reluctant to make the journey to school
- Has money or possessions going missing
- Has clothes torn
- Wants extra money for no particular reason
- Has unexplained cuts or bruises
- Is taking different routes to school
- Has unexplained behaviour changes e.g. moody, tearful, temper
- Doesn't want to leave the house
- Is reluctant to talk openly about school friends or school
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated both at home and in school.

We believe our pupils are entitled to receive their education in a safe, caring environment free from fear and intimidation; an environment in which incidents are reported, recorded and effectively, promptly and consistently deal with.

All staff, pupils and parents are encouraged to share these values and translate them into action.

All pupils and their parents are made aware of the appropriate action to take if bullying takes place and all teaching and non-teaching staff are informed of the procedure they are to follow.

Procedures

Pupils should be encouraged to approach a member of staff if they are being bullied. They should understand that:

- It will be taken seriously
- It will be investigated and appropriate action taken
- If they feel unable to make the issue public, information will be recorded and kept on file.
- One to one learning mentor support is available.

At St Chad's the member of staff who the bullying was disclosed to, discussed or took action on an incident, will record all cases of bullying using Sims. This incident will be disseminated to the appropriate tutor and PPC using Sims.

The tutor and/or the PPC will then work closely with the reporting teacher and any other appropriate staff to liaise with the pupils and parents.

This will allow:

- The school to collate data on bullying
- To track and monitor incidents
- To look at patterns emerging
- To raise awareness of possible high incidence areas around the school.
- The school to be proactive in monitoring these areas and to stop bullying happening

In some cases, children involved will meet with the tutor, PPC or Learning Mentor on a daily or weekly basis and may also be asked to keep a diary of experiences in school. Pupils who feel at risk will be given various methods of support until the problem has been eradicated. Parents of all children involved will be kept informed and their support will be expected.

If bullying is persistent, parents may be asked to withdraw their child from the school if it is their child who is proven to be the aggressive party. In every case the incident will be taken seriously.

This document is not a discrete policy, but must be seen as part of other policies concerned with behaviour, Safeguarding and the personal and social education of pupils. As such, it concerns all members of staff within the school.

The roles of the following people are crucial:

The form tutor

- Note changes in friendship groups
- Observe closely the socialisation of new pupils
- Check on patterns of attendance and lateness, and sickness in school
- Raise awareness of SEAL outcomes.

The subject teacher

- Note instances of withdrawn personality
- Be suspicious of a sudden drop in achievement
- Be careful of unintended outcomes when choosing groups or when partner work is involved
- Raise awareness of SEAL outcomes.

Teacher on duty

- Patrol areas which are not directly observable
- Note the occurrence of isolated pupils
- Observe inappropriate behaviour of pupils in the playground or on corridors

The PPC

- Act immediately on parents' suspicions
- Record all incidents reported by teachers, parents and pupils using pars.net
- Arrange support for both victims and bullies. Discuss sanctions where necessary.
- Raise awareness through PCSHE.
- Give opportunities for pupils to discuss their ideas.

The learning mentor

- To be a first point of contact for pupils experiencing bullying
- To investigate bullying allegations by talking and listening to the pupils involved
- To report bullying incidents to the appropriate learning coordinator
- To support pupils who have been bullied
- To implement support to address the needs of those who have bullied in an attempt to modify their behaviour
- To act as a mediator between the bully and their victim if appropriate
- To refer either part to external agencies if appropriate
- Use restorative justice techniques

All staff

- Listen to children when they seek you out to talk about problems
- If a pupil reports a bullying incident then it is preferable that they are seen in private

- Children must be respected and taken seriously when they report bullying incidents
- Report all incidents of bullying to the pupil's PPC
- If you are pleased with a pupil's behaviour, praise them and inform the pupil's form tutor or PPC

The Parent- Please report instances of bullying if:

- Your child is a victim
- A friend of your child is a victim
- Your child is involved in bullying

Many children may be involved in bullying others at some time or another. Often parents are not aware that their child is involved in bullying and may find it difficult to accept that their child could be involved. Parents should:

- Talk with their child. Explain that it is unacceptable and makes other children unhappy
- Discourage other members of the family from bullying behaviour or from using aggression or force to get what they want.
- Show their child how they can join in with other children without bullying
- Speak to their child's form tutor or PPC. Explain to them the problems their child is experiencing and discuss ways of stopping the bullying and support the child to change their behaviour.
- Regularly check with their child how things are going at school
- Give their child lots of praise and encouragement when he/she is cooperative or kind to other people

All information will be treated with the utmost discretion ensuring that no one will feel compromised by passing it on.

The role of all pupils

- Care for each other and report any incidents of unkind behaviour or verbal abuse to any adult in the school
- Support the child who is the recipient of hurtful behaviour. BE A GOOD FRIEND. Remember it could be you.
- Think before you say unkind words and be aware of how your behaviour may be viewed by others.
- Never touch a pupil in an aggressive manner
- Do not leave other children out of social activity. Make an effort to involve everyone whenever possible.

The following sanctions may be used, in line with the school's behaviour policy

- Official warning to cease offending
- Referral to SSPO
- Detention(s)
- Use of PSB
- Internal fixed term exclusion

- External fixed term exclusion
- Permanent exclusion

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout school.

Signed Chair of the Governors

Review Date July 2015