

# Anti Bullying Policy



## St Catherine's Catholic Academy September 2023

Our Mission is to behave in the way Jesus taught us. He said "I have set you an example: that you learn that you are all equal, that the Master is no more important than the servant, and that you should behave kindly and humbly towards each other."

**Date of Update** – July 2023

**Date of next Review** – September 2024

The staff at St Catherine's work closely together in order to live out our Mission Statement. We feel that by offering ourselves as good role models and by insisting on following the example of Christ we will encourage self-esteem, tolerance and respect amongst our pupils.

## **Aims and Purpose of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

Bullying of any kind is unacceptable and will not be tolerated at St Catherine's. At our school the safety, welfare and well-being of all our pupils and staff is key priority. We take all incidents of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity are celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21<sup>st</sup> Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond into the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

## Definition of Bullying:

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group.

The **STOP** acronym can be applied to define bullying – Several Times On Purpose.

The nature of bullying can be:

**Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.

**Attacking Property** – such as damaging, stealing or hiding someone's possessions.

**Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.

**Psychological** – such as deliberately excluding or ignoring people

**Cyber** – such as using text, e mail or other social media to write or say hurtful things about someone.

Bullying can be based on (but not restricted to) any of the following Protected Characteristics:

- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment

No form of bullying will be tolerated and all incidents will be taken seriously. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

## Procedures for dealing with bullying:

- Children and/or parents report any incidents of alleged bullying to a member of staff.
- All staff in school listen to the incident reported from children and/or parents.
- All incidents of bullying or perceived bullying are recorded in a CPOM log using the category 'Alleged bullying'.
- The alleged bullying behaviour or threats of bullying will be investigated by a member of the senior leadership team in some of all of the following ways:

conversations with children (alleged victim, alleged perpetrator, witnesses), conversations with staff in school, conversations with parents, reviewing previous CPOM logs.

- If the outcome of the investigation confirms that bullying has taken place, the parents of both the victim and the perpetrator will be contacted by telephone/letter informing them of the outcome of the investigation and the actions that will be taken. The outcome of the investigation will be recorded as an action on CPOMS and logged as 'Bullying'. Appropriate action is taken in accordance with the behaviour policy, please also see actions listed below.
- If the outcome of the investigation confirms that there is no evidence of bullying, the parents of the alleged victim will be contacted by telephone/letter to inform them of the outcome of the investigation. The outcome of the investigation will continue to be logged as 'Alleged bullying' on CPOMS.
- If the outcome of the investigation confirms that bullying has taken place an attempt will be made to help the perpetrator change their behaviour.
- If the outcome of the investigation confirms that bullying has taken place, if necessary and appropriate, external agencies and in extreme and repeated cases, the police will be consulted.
- The Headteacher monitors the CPOMS logs.
- Incidents are reported (in figures) to the Governors on a termly basis. This will be categorised under 'Alleged Bullying' incidents and 'Bullying' incidents.
- Incidents of 'Bullying' will be reported to the Local Authority on an annual basis.

## **Outcomes:**

- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. If possible, the pupils will be reconciled.
- Senior leaders will attempt to establish the reasons behind the bullying behaviour and plan appropriate support where necessary (See appendix 2 of Behaviour policy).
- We have a clear behaviour policy, which is based on positive reinforcement of good behaviour, encourages children to consider their rights and also their responsibilities, and clearly states high expectations and lists consequences of poor behaviour.
- The school works very hard on a daily basis to promote positive relationships in our community which has a very positive impact. This allows us to be proactive rather than just reactive in dealing with bullying.

- Learning about bullying and related issues is built into our PSHE curriculum. All children cover focused work on bullying and as a school we have an Anti-Bullying Focus Week.
- Through assemblies and collective worship bullying, fairness and issues of social justice are addressed.
- Through our Religious Education pupils learn about respect, love and kindness. Maintaining and encouraging healthy social relationships form part of our daily routines.

For pupils who repeatedly bully, the following actions could be taken:

- Parents will be called to a meeting.
- The pupil will experience a withdrawal of playtimes.
- The child will be suspended from school during lunchtime.
- The Governors will be informed.
- The school will involve outside agencies, e.g., the Social care, MAST, Police.
- A Fixed Term suspension.
- As a last resort, a Permanent exclusion.

## **Parental responsibilities**

Parents can assist in combating bullying by not accepting bullying behaviour and by being positive role models. Parents should stress to children the importance of reporting to an adult when they think someone is being bullied.

- To support the school rules
- To keep school informed of any difficulties children are experiencing
- To support school in the sanctions it delivers
- Be positive about school in the presence and hearing of children
- Support reasonable requests and decisions taken by school
- Not automatically dismissing the suggestion that their own child could be involved in bullying another child and work positively with school to change the behaviour

## **Pupil Responsibilities**

This policy is effectively enforced in our supportive school climate where children and staff have an understanding of bullying and expectations. The children and staff are expected to be responsible for their personal conduct and behaviour and support others by reporting concerns and promoting anti-bullying messages and positive citizenship.

- Respect and follow school rules
- Always seek to make a positive contribution to school life
- Report all incidents of bullying using procedures in place
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents where the victim may be afraid to report him/herself
- Refrain at all times from any behaviour which would constitute bullying or interpreted as bullying behaviour

## **Staff Responsibilities**

- To be consistent
- To be fair and just
- To listen
- To record reported incidents following school procedures
- To investigate reported incidents following school procedures

## **Governor Responsibilities**

- To monitor the implementation of school policy
- To insist upon the highest standards of behaviour
- To help make decisions on matters of serious or persistent bullying
- If appropriate, attend Governors' Discipline Committee meetings

## **Home School Agreement**

All families sign a Home School agreement which is intended to guide and remind parents and children of our expectations about behaviour.

## **Evaluation Procedures**

- All bullying incidents are logged and passed onto SLT to monitor
- Through pupil voice feelings about safety and bullying are shared
- The number of recorded incidents of bullying are monitored