

ST. BEDE'S CATHOLIC JUNIOR SCHOOL

celebrates life and learning



ANTI-BULLYING POLICY

AUTHOR:	MRS. F. TIERNAN
APPROVED BY:	PUPIL & STAFF SUPPORT COMMITTEE
APPROVAL DATE:	5TH JULY 2023
REVIEWED:	BIENNUELLY
NEXT REVIEW:	SUMMER, 2025

ST. BEDE'S CATHOLIC JUNIOR SCHOOL

celebrates life and learning

ANTI-BULLYING POLICY

MISSION STATEMENT

St. Bede, patron of our school, wrote:

"It was always my delight to learn and to teach".

We are a celebrating community, living the Gospel Values, committed to educating children in the light of the Catholic Faith.

We journey together so that we

"Might have life - life in all its fullness".

John 10:10

RATIONALE

Relationships are nurtured, respect, trust, openness and good listening fostered and partnerships developed with children, parents/carers, governors and the community. The goal is the creation of a secure, safe, happy, orderly, caring, Christian environment which provides opportunities for personal growth and in which children receive their entitlement: a quality education.

In this context, with the co-operative ethos, bullying is less likely to emerge, **but prevention is better than cure**, and nowhere is risk free. Bullying can have a devastating effect on victims; it can lead to absenteeism, under-achievement, and, in the worst cases, to depression and suicide. For the silent majority who witness bullying or who know it is happening, the weight can be traumatic leading to feelings of worry, fear and guilt. Thus to develop positive self-images and self-worth, bullying must be prevented in school.

OBJECTIVES

This Policy outlines what St. Bede's Catholic Junior School will do to prevent and tackle all forms of bullying. The Policy has been adopted with the involvement of the whole school community. St. Bede's Catholic Junior School is committed to developing an anti-bullying culture where the bullying of children and adults is not tolerated in any form.

LEGISLATION

There are several pieces of legislation which sets out measures and actions for schools in response to bullying, as well as criminal and civil law. These include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Voyeurism (Offences) Act 2019 (commonly known as the Upskirting Act)

RESPONSIBILITIES

It is the responsibility of:

- The Headteacher to communicate this Policy to the school community, to ensure that sanctions are applied fairly, consistently and reasonably.
- Governors to take a lead role in monitoring and reviewing this Policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this Policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the Policy

DEFINITIONS OF BULLYING

Bullying can be defined as *'the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online'*.
(Anti-Bullying Alliance).

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 untrue rumours.

This includes the same unacceptable behaviour expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

FORMS AND TYPES OF BULLYING

Bullying can happen to anyone. This Policy covers all types and forms of bullying including:

- Bullying related to physical appearance

- Bullying of young carers, children in care or related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology - “Cyberbullying”
- Prejudicial bullying (against people/pupils with protected characteristics):
 - race, religion, faith and belief and for those without faith
 - ethnicity, nationality or culture
 - Special Educational Needs or Disability (SEND)
 - Sexual orientation
 - Gender, including transphobic bullying

SCHOOL ETHOS

St. Bede’s Catholic Junior School recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create barriers to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

St Bede’s Catholic Junior School:

- Monitors and reviews our Anti-Bullying Policy and procedures on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our school/community may be more vulnerable to bullying and its impact on others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the Anti-Bullying Policy.
- Recognises the potential impact of bullying on the wider family of those affected, therefore the school will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will promptly deal with grievances regarding the school’s response to bullying in line with our Complaints Policy.
- Seeks to learn from good anti-bullying practice elsewhere.

RESPONDING TO BULLYING

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached regarding or witnessed the concern.
- The school will provide appropriate support for the person being bullied making sure they are not at risk of immediate harm. School staff will involve them in any decision making, as appropriate.
- The Headteacher or another member of the leadership staff will interview all parties involved.
- The Senior or Deputy Safeguarding Lead will be informed of all bullying issues where there is a safeguarding concern.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and actions taken, as appropriate, in line with Safeguarding & Child Protection and Confidentiality policies.
- Sanctions, as identified within the Behaviour for Learning Policy, and support will be implemented in consultation with all parties.
- If necessary, other agencies may be consulted or involved, such as the police (if a criminal offence has been committed), Early Help or Children's Social Care (if a child is felt to be at risk of significant harm).
- Where the bullying of or by other pupils takes place off school site or outside normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and acted upon. If required, this will include collaboration with other schools.
- A clear and precise account of bullying incidents will be recorded by the school on CPOMS in accordance with existing procedures. This will include details regarding decisions and action taken. (Appendix I: Bullying Incident – Report Form, Appendix II: Bullying, Discriminatory and Prejudicial Incidents).

CYBERBULLYING

'Cyberbullying, or online bullying, can be defined as the use of technologies by an individual or by a group of people to deliberately and repeatedly upset someone else' (Childnet International).

St. Bede's Catholic Junior School recognises that the rapid development of, and widespread access to, technology has provided a medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

When responding to cyberbullying concerns, the school will:

- Liaise with parents/carers regarding the concerns
- Act as soon as an incident has been reported or identified.

- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied and/or parents/carers to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible.
- Work with individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude or behaviour of the bully, as well as ensuring access to any additional help that may help.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - provide advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain.

SUPPORTING PUPILS

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, designated safeguarding leads, or a member of staff of their choice.
- Being advised to keep a record of the bullying evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have perpetrated bullying will be helped by:

- Discussing what has happened; establish the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service providers.
- Sanctions in line with the school Behaviour for Learning Policy.

- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance.

PREVENTING BULLYING

St Bede's Catholic Junior school aim to create a supportive, inclusive environment that promotes a culture of mutual respect, consideration and care for others, which will be upheld by all. The school:

- Recognises that bullying can be perpetrated or experienced by any member of the community.
- Recognises the potential for children with SEND to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discusses differences between people that could motivate bullying, such as: children with different family situations, children who are in care, those with caring responsibilities or differences in religion, ethnicity, disability, gender, sexuality or appearance.
- Challenges practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Encourages positive and responsible use of technology, especially mobile phones and social media.
- Works with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively creates "safe spaces" for children, particularly the most vulnerable.
- Celebrates success and achievements to promote and build a positive school ethos

In all aspects of school life there is an emphasis on the importance of relationships. Specific work is undertaken in Religious Education through the 'Come and See' Programme prescribed by the Archdiocese of Liverpool. This is augmented in assemblies and in the schools Personal, Social and Health (PSHE) curriculum which is achieved through the SCARF programme provided by Coram Education. Throughout the curriculum, children will learn what bullying is and that bullying is not, for example:

- A one-off fight or argument;
- When a friend is sometimes thoughtless.
- When a peer makes a one-off unkind comment

TRAINING

Staff access Continued Professional Development (CPD) to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.

POLICY REVIEW

This Policy will be reviewed in light of any incidents, guidance, training, and changes in legislation or at the request of a member of the School community.

SUPPORTING DOCUMENTATION

- Keeping Children Safe in Education; Statutory guidance for schools and colleges (2023)
- Working Together to Safeguard Children (2018)
- Preventing and Tackling Bullying. DfE guidance (July 2017)
- Sexual violence and sexual harassment between children in schools and colleges. DfE guidance (updated May 2018)
- Safeguarding & Child Protection Policy
- Behaviour for Learning Policy
- SEND Policy
- Young Carers Policy
- PSHE Policy
- Mental Health and Wellbeing Policy
- Acceptable Use Policy
- Mobile Phone Policy
- Complaints Policy
- Halton Children's Trust: Reporting and Recording Prejudiced Based Incidents

USEFUL LINKS AND SUPPORTING ORGANISATIONS

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.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.haltoncarers.co.uk

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS):
www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE ‘Cyberbullying: advice for headteachers and school staff’:
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE ‘Advice for parents and carers on cyberbullying’:
www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Race, Religion and Nationality

- 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
- Educate against Hate: www.educateagainsthate.com

LGBTQ+

- Barnardo: <https://www.barnardos.org.uk/get-support/support-for-young-people/lgbt>
- Proud Trust: www.theproudtrust.org

Sexual Harassment and Sexual Bullying

- NSPCC ‘Report Abuse in Education’ Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW):
www.endviolenceagainstwomen.org.uk

- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:
www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual>
- Childnet Project DeShame (Online Sexual Harassment and Bullying):
www.childnet.com/our-projects/project-deshame

ST. BEDE'S CATHOLIC JUNIOR SCHOOL

celebrates life and learning

BULLYING INCIDENT - REPORT FORM

1. PERSON REPORTING INCIDENT

.....

DESIGNATION: (e.g. parent/carer/pupil/member of school staff)

.....

2. DATE INCIDENT REPORTED

3. VICTIM'S DETAILS:

Name	Year Group	Ethnic Group	Gender
.....	M/F

4. PERPETRATOR/S' DETAILS

Name	Year Group	Gender
.....	M/F
.....	M/F
.....	M/F

5. DATE, TIME AND PLACE OF INCIDENT

.....

6. TYPE OF INCIDENT (please tick one or more)

Verbal abuse	<input type="checkbox"/>	Written abuse	<input type="checkbox"/>	Graffiti	<input type="checkbox"/>	Physical attack	<input type="checkbox"/>
Damage	<input type="checkbox"/>	Ostracism	<input type="checkbox"/>	Threats	<input type="checkbox"/>	Incitement	<input type="checkbox"/>
Stealing	<input type="checkbox"/>	Coercion	<input type="checkbox"/>	Extortion	<input type="checkbox"/>	Cyber	<input type="checkbox"/>
Other	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>

7. DETAILS OF INCIDENT

.....
.....
.....
.....
.....
.....
.....

8. ACTION TAKEN

.....
.....
.....
.....
.....

9. Have parents/carers of victim been informed? YES/NO

Have parents/carers of perpetrator/s been informed? YES/NO

10. REPORT FORM COMPLETED BY

Designation:

Signed

Designation: Headteacher/Deputy

Date

Please place a copy of this completed form in the Headteacher's filing cabinet under 'Incidents' and in the child(ren)'s record folder (locked cupboard upper resource area).

Thankyou.

