St Ralph Sherwin
Catholic Multi Academy Trust

The Federation of All Saints and St. Margaret's Catholic Voluntary Academy

Anti-Bullying Policy

Bullying is against Gospel Values which underpin our school ethos and Mission Statement. Bullying goes against our emphasis on providing a loving, secure atmosphere for children to learn in and is contrary to our intention to be a witness to the Faith. Everyone in our school community therefore needs to take collective responsibility for preventing as well as responding to bullying behaviour

Approved by:	Grainne Beaumont	**Date:** 25/11/2020
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What is Bullying?

- Bullying is something that is done on purpose to hurt someone else. It is something that happens again and again and can be by the same person over and over.
- Bullying can sometimes be unexpected. It could even be done to you by your best friend.
- Bullying can be in the form of calling people names. Words can hurt as well as actions. It can damage you in different ways.
- Bullying can also hurt us on the inside not just the outside. Just because you don't have marks it still hurts.
- Bullying can change you as a person
- Bullying can affect your schoolwork and concentration
- Bullying can make you not want to come to school and affect your attendance.
- • Bullying can make you take the wrong decisions
- Bullying can be to get an adult's attention.
- Bullying can be physical - it can be in the form of hitting, punching, pushing, poking or kicking.
- Bullying is also forcing people to do what they don't want to do.
- Bullying can affect the whole family
- There are different types of bullying - making fun of people and laughing at them because of their different colour, culture, religion, appearance, disability or sporting ability
- Bullying can also happen on the internet/mobile phones especially through Facebook, Twitter, Xbox Live, Snap Chat, Instagram, Skype, Whatsapp, Minecraft, Chat Rooms, Club Penguin, Moshi Monsters or email and texting. This is called cyberbullying.
- Sometimes people bully because they think it is cool. They think it is a way to get more friends or think it is just for fun.

If we allow bullying we are encouraging more people to become bullies

What is Bullying?

What Is Bullying? "The repetitive, intentional hurting of one person by another(s), where the relationship involves an imbalance of power." (Anti-bullying Alliance 2011

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case." (DfE March 2014)

How can we stand up to Bullying?

- We need to tell our friends and teachers- bullying can be stopped if we
- use our voices to tell others.
- We all need to stand up to bullies together.
- We need to show kindness to victims of bullying.

Our aims are:

- To provide a safe and secure environment for all children in our care.
- To create a happy atmosphere in which both parents and staff work together for the welfare of the students.
- Everyone is mutually valued and respected regardless of gender, race, sexual orientation, beliefs and ability.
- To encourage children to adopt agreed standards of behaviour and values in order to develop a sense of self-discipline and to take responsibility for their own actions.

Definition of Bullying Behaviour

We acknowledge that both friendship problems and bullying behaviour can be upsetting and unpleasant, but it is important to distinguish between the two, as the responses to friendship problems will be different to the strategies used to address bullying behaviour.
Friendship problems may be an occasional incident where both children disagree and find it difficult to resolve the disagreement without adult help. It is unlikely to be repeated behaviour and may even be accidental, where both children make an effort to resolve the problem. However, we recognise that repeated friendship problems can sometimes lead to bullying behaviour.

Bullying can take many forms

- **Physical** bullying (hitting, punching, finger jabbing, any inappropriate touching, pinching, jostling, breaking or taking property)
- **Verbal** bullying (put downs, threats, teasing, ridiculing, belittling, name calling, excessive criticism or sarcasm.)
- **Indirect** bullying (rumours or stories, exclusion from a group, shunning, invading privacy, graffiti designed to embarrass, withholding friendship or affection.) • Cyber bullying sending nasty phone calls, text messages or e-mails/chat rooms. Strategies for preventing bullying

- **Cyber** bullying sending nasty phone calls, text messages or e-mails/chat rooms.

Strategies for preventing bullying behaviour:

- Issues surrounding friendships and bullying behaviour are taught through the R.E scheme "Come and See" and through the Personal, Social & Health Education Curriculum (PSHE).
- Whole School Assemblies are also used to discuss bullying and raise children's awareness of what bullying looks like, and how they can respond.
- Circle Time provides opportunities for more detailed discussions and role play activities to explore the nature of bullying.
- E-safety training for pupils and staff gives a clear understanding of what constitutes cyber bullying and how to respond to it.
- Annual National Anti-Bullying Week events and lessons enable pupils to understand what bullying is and how to respond to it.
- Buddy training aims to enable pupils to resolve friendship problems and low level bullying behaviour without adult intervention.
- Class Rules will be upheld at all times.
- The School Mission Statement will be upheld at all times.
- All staff will monitor behaviour and intervene appropriately. Staff on playground duty will inform class teachers, the Deputy Head or Head Teacher in accordance with the School Behaviour Policy.

Strategies for responding to bullying behaviour

Where bullying does occur, this will be followed by an immediate and appropriate response, including the use of disciplinary sanctions where necessary.
Early identification is the most effective way of minimising bullying behaviour and the effects on the person being bullied. We also acknowledge that the person doing the bullying needs to understand that their behaviour is unacceptable and must stop. They may need support to change their behaviour and explore the underlying reasons for bullying.
Children are encouraged to report any negative behaviour, even if they are not sure whether it is bullying. They can do this through:

- Speaking to their teacher/TA or any member of support staff.
- Speaking to a parent/other adult who then may contact the school.

When bullying is known to have happened or be ongoing:

The class tutor/teacher will discuss the incident(s) with the child being bullied. It is important that they are listened to and believed. If the class teacher deems the incident to be ongoing or serious and therefore not possible to resolve quickly they will inform the Deputy Head or Head Teacher. The incident will then be discussed with the children involved, information gathered from witnesses to explain what they saw and where deemed appropriate by the Deputy Head/Head Teacher, parents/carers will be informed and involved in any sanctions. Sanctions in line with the school behaviour policy will be used where appropriate. Written records of the actions taken will be recorded by the Head Teacher.

Other Consequences may include:

- Fixed-term exclusion
- Permanent exclusion
- Records of exclusions will be kept on pupils' files.

Complaints

The St. Ralph Shewin CMAT has established a formal complaints procedure and this may be used by a parent/carer if necessary. The Complaints procedure is available on our website or from the relevant school office.

The Law: Additional Information from The Department for Education

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

Safeguarding children and young people

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence.

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises. The Head Teacher should also consider whether it is appropriate to notify the police or social services.

School's accountability

Pupils will learn best in a safe and calm environment that is free from disruption and in which education is the primary focus. The revised Ofsted framework includes 'behaviour and safety' as one of its key criteria for inspections. Schools should be able to demonstrate the impact of anti-bullying