

**Date: August 2018**

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**Responsibility: SW**

# Bishop Challoner School



## Anti-Bullying Policy



## Bishop Challoner School

### ANTI -BULLYING POLICY

**The Anti-Bullying Policy applies to the whole school including the Early Years Foundation Stage.**

**The Anti-Bullying Policy and the Anti-Cyberbullying Policy should both be understood in the context of the Child Protection Policy, Code of Conduct and the Behaviour Policy.**

In compliance with the Education Act 2002 and the Equality Duty (Equality Act 2010) the School will not discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to benefit, facility or service, or be excluding a pupil or subjecting them to any other detriment.

Under the Children Act 1989 a bullying incident will be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm'. Where this is the case the Designated Safeguarding Lead (DSL) will report their concerns to children's social care.

The School has no statutory power to discipline a pupil for poor behaviour outside of the School premises. (Section 89(5) of the Education and Inspections Act 2006)

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, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

#### **Aims**

Bishop Challoner School is founded on Catholic principles but welcomes and respects all faiths. Through partnership of family and staff, we foster the education of the whole person in preparation for adult life, within a positive and caring environment. We believe that all people are made by God and therefore any act against others, are acts against our Lord, consequently bullying of any kind is unacceptable at our school. We believe that the School should be a happy and positive community characterised by an appreciation of, and respect for, the work of every member of that community.

The Behaviour Management policy also states that 'At Bishop Challoner School we believe that teaching and learning is most effective and beneficial when there is a calm, happy and safe environment.' Its aims include the promotion of 'positive behaviour

throughout our community'. It also aims to 'ensure that bullying in any form is unacceptable and will always be taken seriously'.

The example of the staff is of paramount importance in creating that climate within which pupils feel valued, secure and happy. The mutual respect with which staff regard one another, and the public demonstration of this, are both important. Similar standards apply to the relationship between staff and pupils, so that pupils are always treated with honesty, fairness and with regard for their individuality.

### **Definition of Bullying**

Bullying may be defined as the repetitive wilful, conscious desire to hurt, threaten, dominate, hurt or frighten someone by the use of words or gestures. It can involve physical, verbal or cyber attacks, name-calling and malicious gossip or giving a hurtful look thereby damaging their self-confidence or self-esteem. Bullying can have potentially long-lasting and damaging psychological effects on the victim which could ultimately include suicide, and is harmful to the whole School community. Bishop Challoner School recognises that bullying is sometimes linked to prejudice and discrimination. If this is found to be the case, the School will seek to remind and educate the perpetrator(s) of the Bishop Challoner's Equal Opportunities Policy. In particular the School recognises that racism, sexism and homophobia are all forms of bullying that will not be tolerated. Pupils can be bullied for a variety of reasons and the bullying can manifest itself in many different ways including: bullying related to race, religion or culture, bullying related to SEND or disabilities, bullying related to appearance or health conditions, bullying related to sexual orientation, bullying of young carers, looked-after children or otherwise related to home circumstances, sexist or sexual bullying.

The use of mobile phones, email and web-based chat rooms has led to the rise of Cyber-bullying, which may be defined as the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation. Bishop Challoner School recognises Cyber (bullying), as a form of bullying. This includes; all areas of internet, such as email, social websites and internet chat room misuse; mobile threats by text messaging and calls; misuse of associated technology, i.e. camera video facilities and photographs.

Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of Cyber bullying methods. (See separate cyber bullying policy)

What is NOT bullying

**One-off incidents:** Bullying is persistent and repetitive, and generally fits a pattern of behaviour. However, there will be occasions when a one-off incident is so significant that it causes long term effects, and is therefore categorised as bullying. One example may be extreme public humiliation that deters someone from engaging in discussions or social events.

**Mutual conflict:** A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power.

## **Objectives**

We aim to ensure that all pupils receive an education free from humiliation, oppression and abuse. Our Mission is to create a secure and safe environment for all pupils in our care so that parents may send their children to school in the confident knowledge that they will be protected from bullies. We aim to give all staff, governors, pupils and parents a greater understanding of bullying and how to deal with it. We provide clear procedures for reporting and dealing with bullying. We encourage a culture and ethos within which bullying is seen to be totally unacceptable behaviour.

If bullying does occur, all pupils should feel able to tell someone and know that incidents will be dealt with promptly and effectively. All forms of bullying need to be taken seriously and dealt with appropriately. Anyone who knows that bullying is happening is expected to tell a member of staff.

The School aims to create a caring, co-operative ethos through its pastoral structure, teaching methods, assemblies and inter-personal relationships. In particular, Personal and Social Education provides pupils with opportunities to discuss bullying in role-playing situations and also helps them to develop their social skills.

The school provides adequate supervision of classrooms, playgrounds, corridors, toilets and other areas of the school accessible to pupils, at all times of the school day.

## **Procedures to Follow**

In cases of suspected bullying, all allegations are examined thoroughly and carefully to ascertain the extent of the problem. All parties involved are given the chance to talk about incidents which occur. It is only through bringing the situation out into open discussion that anything effective can be done. Serious incidents of any kind are recorded at the time, by the parties concerned, and a report made to the Head teacher. These records are kept, and parents and relevant staff are informed. If necessary and appropriate, police will be consulted. An attempt will be made to help the bully/bullies change their behaviour. Factors to consider when determining the appropriate sanctions include the impact on the victim and the motivation of the bully. Was the incident

unintentional or retaliation to bullying behaviour from others?

The pupils concerned agree on a course of action (for example: to apologise, make amends, change behaviour patterns or adopt more positive values). Victims are reassured and can be offered counselling if this is deemed to be appropriate. We ensure that the pastoral system has clear methods for dealing with incidents with firmness and sensitivity, making sure that all teaching and non-teaching staff are aware of the procedures to be followed in cases of suspected bullying of any kind. Such procedures may include form tutors and subject staff observing their pupils and the social interaction of the group, giving adequate supervision at break and lunch times, especially in places where bullying may occur; pupils themselves taking responsibility for discouraging bullying, and to view reporting of incidents as sensible and not 'telling on mates'.

### **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child is frightened of walking to or from school, doesn't want to use public transport, changes their usual routine or is unwilling to go to school. Any signs of anxiety or sudden lack of confidence should be investigated.

Any sudden, unexplained patterns of behaviour could indicate other problems, but bullying should be considered a possibility and should be investigated.

Children who are bullied are more likely to:

- have low self-esteem;
- develop depression or anxiety;
- become socially withdrawn, isolated and lonely;
- have lower academic achievements due to avoiding or becoming disengaged with school;
- be unable to form trusting, healthy relationships with friends or partners in the future.

Children who frequently bully others are more likely to:

- drop out of, or be expelled from school;
- engage in criminal behaviour;
- develop depression or anxiety;
- be abusive towards their sexual partners, spouses or children as adults.

Children who witness bullying are more likely to:

- feel powerless;
- live in fear and guilt

## **HEADTEACHER**

It is the responsibility of the Headteacher to implement the school anti-bully policy and to ensure that all staff (both teaching and non-teaching) is aware of the school policy and know how to deal with incident of bullying.

The Headteacher must keep the Trustees informed about the effectiveness of the anti-bullying policy.

The Headteacher must ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

If a parent contacts the school with concerns over bullying the Headteacher, or a member of the Senior Leadership Team will investigate the alleged incident immediately and will report their findings and what action, if necessary, is being taken.

## **DEPUTY HEAD**

The Deputy Head should take action as soon as possible on receipt of information concerning bullying.

The Deputy Head should: consider the teacher's account of the incident and if necessary, interview all pupils (victims and perpetrators) involved in the alleged bullying and ask them for written accounts (if appropriate). Decide on appropriate disciplinary action for the perpetrators and, also advice and counselling to discourage a repetition of such behaviour. Constant monitoring of the situation will be necessary. In serious cases of severe and persist bullying, suspension or even exclusion will be considered.

The Deputy Head will: provide the victim(s) with support and reassurance and inform his/her parents of the situation; ensure that the bully offers an apology and any other appropriate recompense; write a letter or arrange an interview to make the unacceptable nature of the behaviour and the consequences of any repetition, clear to the bully and his/her parents; inform the victim(s) and parents of the outcome of the investigations and of the measures taken; keep a full written record of the incident, investigation and outcome; inform and involve the police if appropriate; inform the Head teacher who may report to the Trustees as appropriate; whenever possible, attempt to reconcile the pupils.

## **STAFF**

Teachers should ensure that their behaviour and language create a climate in which high expectations are set and in which bullying will not be tolerated. For example, a teacher who resorts to sarcasm, teasing and humiliation of pupils is sending out a message that this type of behaviour is acceptable.

If a pupil reports a case of bullying to a member of staff, it needs to be treated seriously. Staff must listen carefully and record all incidents, offer the victim immediate support and help by putting the school's procedure into action.

## **THE TRUSTEES**

The Trustees will support the Head teacher in all attempts to eliminate bullying from our school. They do not condone bullying in any form and take seriously any incidents of bullying as it undermines the whole ethos of the school and the wellbeing of those in it. The Trustees will monitor any incidents of bullying that occur and review the effectiveness of the Anti-bullying Policy on a regular basis. They expect the Head teacher to keep accurate records of all incidents of bullying and to report to the Trustees on request about the effectiveness of school Anti-bullying strategies.

If any parent should make a complaint to the Trustees about bullying, they will respond within five working days of the complaint. In all cases, the Trustees will notify the Head teacher and ask the Head teacher to conduct an investigation into the case and to report back to their representative.

The Governing Body will conduct an annual review of the Anti-Bullying Policy and Procedures.

## **PUPILS**

Bullying is not acceptable at Bishop Challoner School and everyone's co-operation is needed to get rid of it. Pupils are expected to show respect and tolerance in their relationships with all members of the School community. Pupils are asked to report any observations that may be cases of anyone bullying another pupil e.g. making them unhappy by physical intimidation, by making unkind jokes, or by spreading rumours.

Pupils should talk to the person who is upset, talk to the person doing the bullying, and, report it to a teacher.

By doing nothing, the bullying is being allowed to continue.

If any pupil is being bullied e.g. being made to feel unhappy or isolated, being subjected to nasty remarks, or being pushed around unnecessarily they must tell someone - a friend, a teacher, or a parent.

Bishop Challoner School encourages pupils to

- Say NO to BULLYING
- Know and understand what bullying means and the consequences of bullying behaviour
- Be active not passive - speak out/tell about/report incidents of bullying
- Listen to, support and help bullied pupils
- Develop a range of assertiveness strategies to use in the event of a bullying situation.
- Take personal responsibility

## **PARENTS**

If parents are concerned that their child is being bullied or may be bullying others, they should contact their child's teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.

This policy applies to all members of the Bishop Challoner community – students, staff, parents and visitors; covers the whole age range of the school, from EYFS to sixth form and the whole school day from Breakfast Club to Crèche, including all after school activities.

This policy should also be read alongside our Behaviour Management Policy which states our aims, objectives and expectations of behaviour in this school.

### **Organisations that can help:**

Advisory Centre for Education	0300 0115 142
Child line	0800 1111
Children's Legal Centre	020 7520 0300
KIDSCAPE	020 7730 3300
Parent line	0808 800 2222
Bullying UK	<a href="http://www.bullying.co.uk">http://www.bullying.co.uk</a>
Anti-Bullying Alliance	<a href="http://www.antibullyingalliance.org.uk">www.antibullyingalliance.org.uk</a>
National Bullying Helpline	<a href="http://www.nationalbullyinghelpline.co.uk">www.nationalbullyinghelpline.co.uk</a>

**Reviewed by Suzy Woolaway**

**Review Date: August 2018**

**Next Review: August 2019**