BLESSED HUGH FARINGDON CATHOLIC SCHOOL

ANTI-BULLYING POLICY

All that happens in Blessed Hugh Faringdon Catholic School occurs within the context of the school's Mission Statement (in accordance with the Trust Deed for the maintenance and advancement of the Catholic religion).

Written: September 2019
Updated: January 2021
Adopted: January 2021
Persons Responsible: SLT and Headteacher
Committee: Curriculum and Personnel
Review Due: January 2024 – 3 Yearly

As a Catholic school, founded on, and committed to upholding the teaching of the Church, we believe that Jesus is present in the day to day life of our community and that each member of our community has a divine origin and an eternal destiny. In discharging our responsibilities, we are guided by the principles of Catholic social teaching [CST], in which the following core values are constituted: dignity, solidarity, the common good, the option for the poor, the promotion of peace, care for creation, the dignity of work and the value of participation in society. These principles are demonstrated in our core, and wider, curriculum, in our care of students, in our work with the disadvantaged and in the outward-facing approach to our local community, our nation and to the world. As our moral compass, CST guides us in all our school activities, including the formulation, upholding and reviewing of school policies.

Named personnel with designated responsibility for Child Protection

Designated Safeguarding Lead: Mrs Sue Matthews (Assistant
                                                                             Headteacher)

Deputy Designated Safeguarding Leads: Miss K Harris (KS3)
                                                                              Mrs G Craig KS4 &KS5)

Nominated Governor: Dr Andrea Johnson-Mitchell

Introduction

At Blessed Hugh Faringdon Catholic School, the Anti-bullying Policy is fundamental to our Catholic Ethos. We are committed to the prevention, early identification and appropriate management of bullying both within and beyond the school. Bullying is unacceptable and will not be tolerated:

•   Everybody has the right to be treated with respect.
•   Everybody has the right to feel happy and safe.
•   No-one deserves to be a victim of bullying.

This policy links with the Child-On-Child (Peer on Peer) Abuse Policy, Safeguarding and the Behaviour for Learning Policies.

By law the school must:
- report illegal forms of bullying to the police including:
  o violence or assault;
  o theft;
  o repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages;
  o hate crimes.

- Call 999 where someone is in immediate danger.

- Ensure all teachers, students and parents are aware of the policy and its content. (Staff are required to read it annually and digitally sign to confirm this).

- Follow anti-discrimination law meaning staff must act to prevent discrimination, harassment and victimisation within the school.

What is bullying?

Bullying is any behaviour in the real or virtual (cyber) world that can be defined as a physical, psychological, social or verbal attack on those who are powerless to resist, causing distress and suffering. It includes racist, sexist and homophobic behaviour and also any bullying or discrimination and /or prejudice based on religion, culture, special educational need or disability.

Bullying is sustained and repeated over time. It is an abuse of power that is persistent and personal to the individual student. Bullying involves an imbalance of power and makes the victim feel powerless to defend themselves. Two people of the same strength having a fight or quarrel is not deemed to be bullying.

Cyberbullying

Digital technology plays an increasing role in students' lives, both educationally and socially. We are committed to helping all members of the school community to understand both its benefits and risks, to equip students with the knowledge and skills to be able to use technology safely and responsibly and to understand the dangers of cyberbullying to the perpetrator and victim. Measures are in place to prevent and respond to incidents of cyberbullying in school or within the school community.

(See Appendix 1: Types, symptoms and causes of bullying)

Preventing Bullying:

Staff Responsibilities

Staff at Blessed Hugh Faringdon Catholic School have a responsibility to ensure that students in their care remain safe Incidents of bullying should not be ignored and any incident in the classroom, corridors or playground should be acted on and reported. Staff are required to be vigilant, at all times and in all contexts, to bullying in all its forms.

It is an expectation that members of staff:

- Arrive promptly at their allocated duties.
- Be vigilant at all times for threatening behaviour, money being exchanged or groups attempting to hide behaviour.
- Report bullying incidents immediately to the appropriate tutor, Year Leader, Pastoral and Achievement Co-ordinator or Deputy Designated Safeguarding Lead.
- Request help if necessary

Taking Action

We use the following to implement our zero-tolerance approach:

- Assemblies, PSHE, group and individual discussions with students.
- Clear procedures to investigate and deal with incidents of bullying.
- Reassure students that asking for help is the right course of action.
- Ensure our policy and practices remain up-to-date and effective as legislation and circumstances change.
- Recognise and praise positive and supportive behaviour amongst students.
- Work to develop empathy and emotional intelligence within our community.
- Treat incidents seriously and dealt with them promptly.
- Maintain clear records and monitor the impact of our actions.
- Recognise that being 'different' is a significant factor and work with our community to embrace and celebrate diversity in line with our ethos.
- Provide pastoral and counselling support to victims to build their self-confidence and resilience.

(See Appendix 2: Procedures for Dealing with Incidents of Bullying)

Monitoring

Working with and via their tutor team, the safeguarding team, Counsellor and Pastoral and Achievement Co-ordinator, Year Leaders:

- Monitor the behaviour of the students and address concerns.
- Devise strategies for monitoring the handling of individual cases in accordance with the specific needs of those involved.
- Ensure that students are fully aware of the forms that bullying can take, the importance of tolerance and of the consequences of bullying behaviour to the victim and the perpetrator.
- Audit, regularly review and revise the content and delivery of the PSHE Programme accordingly.

Evaluation

The success of the policy hinges on the following and regular review of records provides the information we need to measure our success and action plan as required:

- raised awareness of bullying and its consequences;
- evidence that incidents are dealt with effectively;
- evidence of increased respect and positive relationships;
- a reduction in bullying incidents.

External Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues www.anti-bullyingalliance.org.uk

Kidscape
www.kidscape.org.uk / 02077303300

Childline – advice and stories from students who have survived bullying:
www.childline.org.uk / 08000 1111

Bullying on line
www.bullying.co.uk

Useful sources of information

Kidsmart: www.kidsmart.org.uk

This website informs about potential online dangers (including bullying), and advice on how to stay safe whilst using social media.

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools
www.thinkuknow.co.uk

Appendix 1

Types, Symptoms and Causes of Bullying

Types of bullying

- Emotional (being unfriendly, tormenting, threatening behaviour).
- Social (Ostracism or rejection by peer group).
- Verbal (name calling, sarcasm, spreading rumours, teasing).
- Physical (pushing, kicking, hitting, punching or any use of violence).
- Extortion (demanding money/goods with threats).
- Cyberbullying (all areas of internet, email and internet chatroom misuse. Mobile threats by text messaging and calls.

    o Misuse of associated technology i.e.: camera and video facilities including those on mobile phones.
    o Racist (racial taunts, graffiti, gestures).

- Sexual (unwanted physical contact, sexually abusive comments).
- Homophobic (because of, or focussing on the issue of sexuality, gender identity or transgender).

Signs and symptoms of bullying

A person may indicate by signs or behaviours that they are being bullied. Teachers and parents should be aware of these possible signs and should investigate if the person:

- Is frightened of walking to or from school or changes route.
- Doesn't want to go on the bus.
- Begs to be driven to school
- Experiences changes to their usual routine.
- Is unwilling to go to school (school phobic).
- Begins to truant.
- Becomes withdrawn, anxious or lacking in confidence.
- Becomes aggressive, abusive, disruptive or unreasonable.
- Starts stammering.
- Cries themselves to sleep at night or has nightmares.
- Experiences illness in the morning.
- Performance in school work begins to drop.
- Comes home or to school with clothes torn, property damaged or 'missing'. Asks for money or starts stealing money.
- Has dinner or other monies continually 'lost'.
- Has unexplained cuts or bruises.
- Changes eating habits.
- Is frightened to say what is wrong.
- Is afraid to use the internet or mobile phone.
- Is nervous or jumpy when a cyber-message is received.
- Gives improbable excuses for their behaviour.
- Threatens or attempts suicide.

- Threatens or attempts self-harm.
- Threatens or attempts to run away.

What causes Bullying?

People bully for different reasons. These might include:

- wanting to feel powerful
- Jealously
- fun
- to feel good about themselves
- to appear to be in control
- to look good in front of other people
- to feel popular
- peer pressure
- because they want something (attention, possession or friends)
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

Parents who are concerned about any of these symptoms should contact the appropriate Year Leader or the Pastoral Support Team.

Appendix 2

Procedures for Dealing with Incidents of Bullying

Noting and Recording

- All incidents of alleged bullying will be recorded on an incident form and given to relevant Year Head.
- The relevant Tutor/Year Head will then decide on what action is to be taken.
- The Headteacher is responsible for maintaining files for security and confidentiality for at least seven years after they leave school.
- These files may be accessed by students/parents in the future.
- Comments made should be factual, non-judgmental and objective.

Procedures for Teachers Dealing with Reported Incidents:

If a student informs you of an incident of bullying affecting either themselves or a friend, follow these steps:

- Listen; encourage the student to tell their story as this is a very important first step.
- Take notes; record all the details such as date, time, location, names of those involved, witnesses etc. student's own words must be recorded.
- Reassure; tell the student that help is available, action will be taken to investigate, it is not their fault and that they will not have to face this on their own.
- Satisfy yourself that no student is in immediate danger.
- Confidentiality is respected and the student's privacy is protected, but a teacher must not give guarantees not to tell anyone.
- Inform the Year Leader/Pastoral and Academic Co-ordinator without delay. Complete the Recording Bullying Incident Form
- The Year Leader/Pastoral and Achievement Co-ordinator will take the appropriate action, involving the safeguarding team if required, and report the incident to the Headmaster.

- Records of all actions taken will be recorded in line with school procedures.

Procedures for Nominated Staff Member Investigating the Reported Incident

Appropriate actions should be taken as follows:

- Talking with the victim and providing appropriate support;
- Talking with the alleged bully about their behaviour and its consequences.
- Both parties, individually, writing an account of the behaviours and their effects.
- Discuss possible solutions with both parties separately or together where appropriate.

- Putting appropriate sanctions into place.
- Informing the parent/carer of the victim and perpetrator.
- It is vital that the person (staff or child) reporting the incident is protected from the perpetrator. The nominated staff member must be discreet and careful.

Follow-up steps

- Monitoring via observation and discussions.
- Counselling may be offered.
- Parent/carer may be invited into school.
- Should bullying persist further action will be taken.

Procedures for Student to Staff Bullying

- Teacher should report the concern to their line manager or a member of the Leadership Team.
- The allegation will be investigated.
- Appropriate action will be taken with reference to the procedure outlined above.
- Support for the member of staff will be ensured.

Procedures for Staff to Student Bullying

- This should be raised with the Headmaster who will appoint a member of the Leadership Team to investigate.
- Appropriate actions will be taken.