

# **ALL HALLOWS RC HIGH SCHOOL**



## **ANTI-BULLYING POLICY**

**Committee responsible for review: Welfare Committee**

**Reviewed: January 2017**

**Date of next review: January 2019**



## ANTI-BULLYING POLICY

We aim for All Hallows RC High School to be a Catholic school to which children wish to come, to which parents wish to send their children, and where teachers wish to teach.

Our Mission is to offer a high quality Catholic education for all, in an environment where Gospel Values are central to teaching and learning, and in which the unique value of each person is recognised and respected.

At All Hallows RC High School, where gospel values are central to all we do, we are committed to providing a community within which our pupils have the right to learn in a safe and happy environment, supported by the ideals of the Catholic faith. We pride ourselves on the caring and supportive relationships that exist at all levels within our Community. For this reason, we take a very serious view of any incidents of bullying or intimidating behaviour that may occur from time to time.

The aim of our anti-bullying policy is to ensure that pupils learn in a safe, harmonious environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at All Hallows.

Bullying is defined as;

***'Persistent behaviour by an individual or group with the intention of verbally, physically or emotionally harming another'***

Bullying typically demonstrates the following characteristics:

- **Repetition** – Not one off incidents, frequent over a prolonged period of time
- **Intent** – Behaviour deemed purposeful not accidental
- **Clear victim** – behaviour targeted at specific individual or group
- **Power imbalanced** – Unequal power causing stress to one party

### **Categories of bullying:**

**Verbal:** Name calling, mimicry, teasing, insulting, spreading rumours, swearing, verbal abuse, victimisation following reports of bullying by victim or bystanders (retribution).

**Physical:** Any unwanted or inappropriate touching, physical intimidation, hitting, pushing, kicking, pinching, poking, damaging or taking of belongings, deliberate pushing and shoving, threats of violence and extortion.

**Emotional:** Damage to reputation, rumour spreading, deliberate exclusion from groups, torment, mimicry, ridicule, isolation, refusal to work with another student, threats, revealing personal information, inciting or coercing others.

**Cyber:** Using social networking sites (e.g. facebook, twitter, whatsapp, instagram, snap chat), web based games consoles, mobile phones, MMS or other messaging mediums to verbally or emotionally harm or embarrass another.

The above types of bullying are not exclusive and professional judgement should always be applied to each individual case.

### **Types of bullying:**

This list is not exclusive:

- Homophobic
- Racist
- Related to disability, SEN or Health
- Related to home circumstances
- Sexist
- Sexual
- Transphobic
- Related to appearance or culture

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils are encouraged to report bullying in school. Pupils witnessing bullying are encouraged to always inform staff.

The school's anti-bullying policy is rigorous and simple; bullying will not be tolerated. This message is delivered and reinforced regularly through assemblies, the Personal Development programme, the curriculum and the actions of teachers, form tutors and Pupil Progress Leaders when incidents occur. The implementation of the policy demands and receives sound co-operation between staff, pupils and parents. The daily duty team and all staff are vigilant in ensuring adequate supervision of accessible areas of the school before school, break, lunch time, between lessons and at the end of the day.

## **IMPLEMENTATION**

### **School**

The following are some of the steps taken when dealing with incidents:

- If bullying is suspected or reported, the incident is dealt with by the member of staff who has been approached
- A clear account of the incident is recorded on SIMS or Myconcern and shared with a relevant member of staff who might manage the issue eg. form tutor, PPL.
- The relevant member of staff will interview all concerned, and updates the recording of the incident.
- Form tutors are kept informed and if the bullying persists the form tutor or PPL will advise the appropriate subject teachers. The bullies will be re-interviewed and steps taken.
- Parents / carers will be kept informed.
- Punitive measures will be used as appropriate and all parties concerned will be informed.

### **Pupils**

Pupils who have been bullied will be supported by:

- The offer of an immediate opportunity to discuss the experience with a form tutor, PPL or member of staff of their choice
- Reassurance from a member of staff
- Continuous support
- An attempt to restore self-esteem and confidence

Pupils who have bullied others will be helped by:

- Being given the opportunity to discuss what happened
- An attempt to discover why the bullying had taken place
- The establishment of the wrong doing and the consequences of such with an awareness of a need to change behaviour
- Contact with parents / carers to help bring about a change of attitude and behaviour of the pupil

The following are amongst the disciplinary steps that can be taken:

- Detention
- Exclusion from certain areas of school premises
- Official warnings to cease offending – a stage of the school exclusion procedure
- Seclusion (internally or at another Salford High School)
- Short fixed term exclusion
- Long fixed term exclusion
- Behaviour contract
- Permanent exclusion

### **Monitoring and Evaluation**

The school will review this policy annually and assess its implementation through effectiveness. The policy will be promoted and implemented throughout the school.

### **What can the staff do to prevent bullying?**

- Include modules on bullying in PD programme.
- Regularly reinforce anti-bullying in form time.
- Discuss bullying at appropriate times in lessons e.g History, Drama, English
- Help to build pupils' self-esteem (bullies and victims often have a poor sense of their self-worth)
- Use assemblies to remind pupils of their rights and their responsibilities towards one another
- Be alert in lessons, on the corridors and on duty.
- Encourage pupils to speak to staff if they are being bullied.
- Encourage pupils who know about bullying to report it.
- Watch for signs of bullying and discuss them relevant form tutor/ PPL or SLT
- Deal with reported incidents thoroughly.
- Check with pupils who have reported bullying to find out if it has started again.

### **What can parents do to prevent bullying?**

- Watch for signs for bullying.

- Report bullying or suspected bullying to school.
- Monitor the use of social networking to prevent cyber-bullying.
- Encourage children to raise their self-esteem.
- Teach children to respect others.
- Discourage verbal name-calling, particularly over social networking.
- Encourage children to support victims.
- Encourage children to report bullying.
- Encourage your child not to accompany bullies when they are victimising others.
- Contact form tutors, in the first instance, if there are any concerns regarding bullying.

### **What can pupils do to prevent bullying?**

- Respect yourself – you do not deserve to be bullied.
- Respect yourself – you do not need to be a bully.
- Respect your fellow pupils. Remember you are part of the All Hallows family.
- If you are being bullied report it or ask a friend who knows you are being bullied to report it for you.
- Tell your parents or guardians.
- If you know someone is being bullied report it or ask your parents to report it.
- Do not encourage, or even accompany, someone who is bullying another.
- Do not purposefully physically hurt anyone, this is assault and may also be deemed as bullying
- Do not name-call, even in fun. It almost always leads to someone's feelings being hurt.
- Do not use any form of social networking or messaging service to send hurtful comments. This is also featured in our online safeguarding policy ( a pupil friendly version is available).

### **Useful Websites:**

[www.stopbullying.gov](http://www.stopbullying.gov)

[www.cybermentors.org.uk](http://www.cybermentors.org.uk)

[www.education.gov.uk](http://www.education.gov.uk)

[www.antibullying.net](http://www.antibullying.net)

[www.bullying.co.uk](http://www.bullying.co.uk)

[www.ncb.org.uk/aba](http://www.ncb.org.uk/aba)

<http://www.exceedingexpectations.org.uk/>