

St Joseph's College

ANTI-BULLYING POLICY

THIS POLICY LINKS WITH:

- **BEHAVIOUR MANAGEMENT POLICY**
- **DISABILITY EQUALITY SCHEME & ACCESSIBILITY PLAN**
- **EXCLUSION POLICY**
- **EQUAL OPPORTUNITIES POLICY & OBJECTIVES**
- **ATTENDANCE POLICY**
- **STUDENT GUIDELINES FOR NETWORK AND INTERNET USE**
- **STAFF ICT ACCEPTABLE USE POLICY**
- **SAFEGUARDING: CHILD PROTECTION**
- **SAFEGUARDING: ONLINE SAFETY AND SOCIAL MEDIA POLICY**

Date of Latest Review:	March 2024
Next Review Date:	March 2025
Policy Available for Staff at:	TEAMS
Policy Available for Parents at:	On Request
Headteacher:	Mrs C Slattery

St Joseph's College **Anti-Bullying Policy**

BULLYING IN ALL ITS FORMS – VERBAL, PHYSICAL OR RELATIONAL – IS UNACCEPTABLE AND A CONTRADICTION OF THE SCHOOL'S FIRST AIM:

"THAT WE VALUE EACH OTHER AS MADE IN THE IMAGE AND LIKENESS OF GOD"

The law states that: all state schools must have measures in place to prevent all forms of bullying among pupils.

The aim of the anti-bullying policy is to reduce and prevent bullying in and around school and to make the school a safe, secure and caring environment. It is important to make the victims of bullying aware that there is help and support available and that they should not suffer in silence as any form of bullying will not be tolerated. Only when these issues are addressed will pupils be able to benefit from the opportunities available in school.

Philosophy

We believe that for everyone to benefit from our learning community, St Joseph's College should be a place where students, staff, helpers, families and other visitors are made to feel welcome and comfortable and where everyone is treated with respect in an atmosphere free from intimidation.

We believe that all children and young people have the right to protection from harm, neglect and abuse and that their wellbeing is of paramount importance. St Joseph's College aims to ensure good relationships between, and good behaviour towards, all members of its community and that learning and personal development takes place in a climate of trust, safety and confidence.

The college has a system of rewards which aims to motivate and encourage students as well as helping to build individual self-confidence and self-esteem. St Joseph's College values everyone's unique contribution to our community.

Everyone has a responsibility for safeguarding and promoting the wellbeing of all students and all staff have a duty of care, to ensure our students are protected from harm.

Principles

The school will:

- Adopt a multi-strand approach to preventing and tackling bullying: proactive strategies, peer support strategies and reactive strategies.
- Adopt a definition of bullying that is agreed across the school and with stakeholders.
- Have a consistent approach to any bullying incidents that occur.
- Raise awareness of bullying and promote positive relationships based on mutual respect.
- Seek to involve all stakeholders in the implementation and monitoring of this policy.
- Promote positive action to prevent bullying through our Personal Development and Citizenship programmes and related activities.
- Provide support for all members of the college community that may be involved in dealing with an incident of bullying.
- Provide appropriate training for both staff and students to support the implementation of the policy across the college.
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds.
- Address with anyone involved with bullying, their problematic behaviour in a fair and firm manner in line with the college's Behaviour Management Policy, providing support to enable them to change their behaviour.

- Report to the police and other authorities where appropriate.

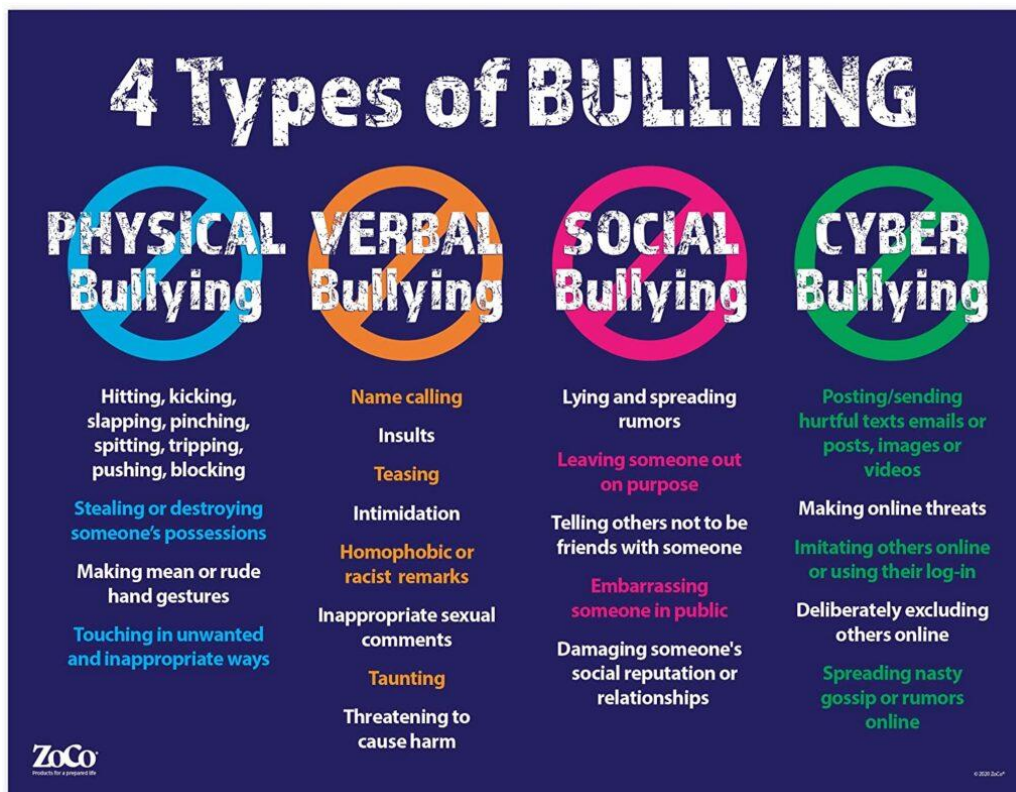
Definition of Bullying

“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.”

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There are various forms of bullying which include:

- **Physical** – e.g. hitting, kicking, taking belongings.
- **Verbal** – e.g. name calling, insulting, racist remarks.
- **Social** – e.g. spreading malicious rumours, excluding individuals from social groups, family feuds brought into school.
- **Cyber** – e.g. use of email, social networking sites, mobile phone messaging to spread rumours, make malicious comments.



Some forms of bullying are **illegal** and could be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or online messages
- hate crimes

Cyber Bullying

'[Cyber-bullying] is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend him or herself.'

Cyber bullying has similar features to other forms of bullying but also has distinct characteristics:

- There is the possibility of 24 hour contact
- A significant audience can be reached rapidly
- It can be difficult to trace the perpetrators
- The perception of anonymity makes it more likely to say things that would not be said face to face.

St Joseph's College will act wherever possible to support students who are victims of cyber bullying. In cases where cyber bullying occurs while pupils are outside our direct supervision the headteacher may exercise powers granted by the Education and Inspections Act 2006 that enables them to police cyber bullying carried out by pupils even at home:

'[The headteacher] may, to such extent as is reasonable, include measures to be taken with a view to regulating the conduct of pupils at a time when they are not on the premises of the school and are not under the lawful control or charge of a member of the staff of the school.'

(Education and Inspections Act, 2006: section 90-1)

Although cyber bullying is not a specific criminal offence, there are criminal laws that can apply in terms of harassment and threatening and menacing communications. The headteacher may contact the police if they feel that the law has been broken.

Roles and Responsibilities

The Head Teacher is ultimately responsible for the well-being of all students and staff. All staff, students, parents and governors should be made aware of the policy along side awareness being raised of the issues associated with bullying in schools.

The Deputy Headteacher (Mrs C Slattery) has been designated to oversee the well-being of students. Her role includes the following responsibilities:

- To ensure all staff are aware of the contents of the 'Anti-Bullying Policy' and that its procedures are adhered to.
- To liaise with appropriate staff to ensure the implementation of whole school initiatives to highlight aspects of bullying, including Anti-Bullying Week.
- To ensure the use of appropriate assemblies to highlight aspects of bullying, including Anti-Bullying Week
- To monitor and record all reports of incidents of bullying.
- To ensure the appropriate Head of Year monitors students involved in bullying and promotes positive communication between the college and parents / careers.
- To liaise with the police as necessary.
- To liaise with the network manager over the monitoring of the network use. Any student violating the Online Safety and Social Media Policy will be sanctioned.

School staff have the following responsibilities:

- Staff should be alert to any potential incident of bullying and intervene when instances are noticed. This should always be recorded on CPOMS.
- Minor incidents of disagreement should be addressed by form tutors/subject teachers.
- Incidents that potentially constitute bullying should be referred to the students' Head of Year who will liaise with the senior leader for the key stage over action to be taken.
- The Head of Year and member of SLT overseeing the relevant key stage, are responsible for clarifying the facts through thorough investigation and taking statements from all students involved.
- The Head of Year (SLT), having clarified the facts, will inform the Deputy Headteacher. All parents / carers of the students involved will be informed. The investigation will be recorded by the member of SLT overseeing the key stage through the college's CPOMS system. The Head of Year will liaise with the Headteacher /Deputy Headteacher with responsibility for pastoral care regarding the sanction.

Students have the following responsibilities:

- Ensuring that previous recipients of bullying are not isolated from groups of friends.
- Informing a member of staff that bullying is happening.
- Encouraging the person being bullied to join in activities and groups.
- Discussion and consideration of bullying issues in PD lessons and tutor time.

Parents and careers have the following responsibilities:

- To inform the appropriate Head of Year /Asst Headteacher / Deputy Headteacher of any concerns regarding bullying issues as soon as practically possible.

St Joseph's College Response to Bullying**Reporting Incidents of Bullying:**

All students are encouraged to tell someone if they are being bullied or if they think someone else is being bullied. Incidents of bullying will be dealt with quickly and appropriately. Whilst it is the responsibility of all staff within the school to reinforce the anti-bullying strategy and support those experiencing bullying, it is recognised that not all staff have the capacity (due to the commitments of their role) to carry out a swift and thorough investigation. Therefore:

- Students can report bullying to any member of staff. Members of the pastoral team will follow up any reports.
- Students can report bullying anonymously using the school's website reporting button
- Students can report bullying to our mental health ambassadors
- Bullying incidents should be referred to the appropriate HOY or SLT key stage lead as quickly as possible. These should always be recorded on CPOMS.
- Staff suspecting an incident of bullying should:
 - reassure the young person that their concerns are being taken seriously and will be investigated.
 - avoid labelling students as 'a bully' and 'a victim' – after an incident both students may need support to rebuild and reinforce self-image and esteem or restorative facilitation
 - contact the relevant HOY / SLT key stage leader with details of the incident
 - All reported incidents of bullying should be investigated by the HOY / SLT key stage leader. Any statements taken should be uploaded to CPOMS as part of the investigation

Proactive Strategies:

- Ensuring that there is a promotion of an open and honest anti-bullying ethos in the school
- Tutor programme that discusses issues regarding friendships and diversity
- Personal Development programme that discusses issues such as diversity and anti-bullying message
- The personal development / PSHE newsletter that is a source of information for students / staff and parents
- Scheduled anti- bullying week
- Assemblies both whole school, House and form that promote a sense of community
- Acceptable Internet Use policy is signed by all.
- Adequate staff supervision at lunch and break times
- Appointment and effective deployment of prefects
- Clear and consistently applied policies for behaviour and uniform
- Outside agency support to promote self-esteem and confidence.
- Chaplaincy support.
- Regular information and education about keeping safe online and support in how to report issues.

Peer Support Strategies:

- Peer mentoring
- Mental health ambassadors
- Outside agency work in group settings
- Anti-bullying ambassadors

- 'Safe space' that students can go to with problems/if they are feeling lonely – this may be PIP, HOY office, learning mentor room, library or any other location discussed with individuals.

Reactive Strategies:

Bullying is usually **at least** a Level 5 offence in the college's Behaviour Management Policy. Following appropriate investigation and considering the circumstances and history, any of these strategies may be applied in line with the college's Behaviour Management policy:-

- Friday Night Detention
- Internal isolation
- Suspension
- Permanent exclusion
- Restorative approaches
- Referral for counselling
- Written or verbal apology
- Parent/carer interview with HoY and/or Deputy Headteacher leading to parental assistance in applying support or strategies or deterrents as necessary
- Referral to external agencies eg: Social Services, Educational Psychologist, Police,
- Referral to external agencies eg: Changes, Young MIND, CAMHS, YOS

Allegations against staff

St. Joseph's College believes that all members of the school community are entitled to protection from bullying. Inappropriate behaviour between students or staff will not be tolerated and any concerns or allegations of impropriety will be dealt with quickly, fairly and sensitively through the school's procedures.

Any staff disclosing information, regarding inappropriate behaviour by colleagues, will be listened to and supported by the senior leadership team.

Evaluation and Monitoring

This policy will be updated every two years or as new guidance is produced. Monitoring of the policy will involve consideration of the following information:

- any reduction in the number of incidents referred for attention.
- tracking of incidents through the college's CPOMS system.
- monitoring individual students with a view to improved circumstances.
- positive feedback from parents, students and staff.
- monitoring of the willingness in students to report instances of concern.
- tracking of incidents to inform future decisions on availability of network and infrastructure that can access the internet.

Appendix 1 - Further Sources of Information

Specialist organisations:

The Anti-Bullying Alliance (ABA): Founded in 2002 by NSPCC and the National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

NSPCC: The national organisation with support for children, parents and professionals.

CEOP: The Child Exploitation and Online Protection Centre maintains a website for children and young people and parents and carers about staying safe online through **Think U Know**.

Kidscape: Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

Restorative Justice Council: Includes 'Restorative Practice in Education' (Feb 2021)

Cyber-bullying:

ChildNet International: Specialist resources for young people to raise awareness of online safety and how to protect themselves.