

SAINT BEDE'S CATHOLIC HIGH SCHOOL
LYTHAM



Anti-bullying Policy

Mission Statement

Saint Bede's Catholic High School places Gospel values at the heart of its daily work

"We aim to reflect the true Christian values proclaimed in the Gospel and seek to provide a caring community in which young people can grow as balanced individuals, morally, intellectually and spiritually, and so participate fully in the real world"

Aim & Objectives

To ensure every child is safe whilst recognizing that bullying is a reality in society. Therefore, we seek, by example and support, to eradicate it in all forms at Saint Bede's. Thus, this policy is designed to:

- Contribute to reducing the risk of children becoming victims of anti social behaviour including bullying and intimidation.
- Contribute to the health and well being of children.
- Promote a shared understanding of bullying behaviour and raise awareness amongst staff, parents & carers.
- Provide a secure and robust framework for both managing incidents and prevent incidents of bullying behaviour.
- Respond to bullying behaviour in a reasonable, proportionate and consistent way.
- Apply sanctions to the pupils causing the bullying and support them in changing their behaviour.
- Support for the victims of bullying.
- Monitor, evaluate and report the nature and extent of bullying activity.
- Continue to develop awareness raising materials to be shared through the curriculum and, especially, PSHCE, assemblies, retreat days and form time.

Definition:

Bullying is usually defined as behaviours that are:

- Intentionally harmful, carried out by an individual or group
- Repetitive, wilful or persistent
- Inflicted on a person where there is an imbalance of power leaving the victim feeling defenceless

Bullying behaviour can and does occur anywhere and everywhere; in school, within the home and the community.

Bullying can take a variety of forms including both physical and emotional harmful behavior. Including, but not exclusively:

- **Racist** bullying motivated by racial, religious or cultural prejudice
- **Physical** bullying which could include kicking, hitting, pushing and taking another's belongings.
- **Online** bullying where there is a deliberate attempt to hurt an individual through text, chats, images etc via the internet or social media
- **Verbal** bullying including name-calling, mocking, making offensive comments.
- **Prejudicial** bullying because of someone's additional needs including SEN disabilities and health conditions. Or because they are young carers, looked after children or because of their home circumstances
- **Emotional** bullying including isolating an individual, spreading rumours about them.
- **Sexist** bullying motivated by prejudice against someone's gender status
- **Coercive** bullying such as trying to control another pupil's behavior through threats.
- **Homophobic/Biphobic/Transphobic** bullying is motivated by prejudice against lesbian, gay, bisexual, transgender or non-binary people

This policy applies to all adults, children and young people in Saint Bede's catholic High School.

It includes all relationships within the school i.e. child to child, adult to child, child to adult and adult to adult.

The policy applies in school, during school organised activities and at all times. It may extend to off site behaviour. All adults have a responsibility to act under the duty of care. All members of the school community have a responsibility to uphold this policy.

The rest of this document deals with bullying relating to pupils in school.

Any adult in school who has a concern regarding the bullying behaviour of another adult towards them should report this to the Headteacher or Deputy Headteacher, if this is not appropriate they should contact the Chair of Governors.

Responding to Bullying Behaviour:

Procedure for reporting bullying behaviour:

(a) Pupils should tell any adult in school when they and/or their friends are being bullied.

Around school, and on the school website, there are reminders to pupils of "Who can help me at St. Bede's?" in case a pupil needs prompting as to who to approach.

Any adult in school being told of an incident of bullying should:

- Reassure the pupil that they will be listened to and that they have done the right thing by sharing this information
- Explain to the pupil that the information will be shared with their Head of Year and the B4L Manager and it will be carefully investigated
- The adult should then ensure that information is passed on in a timely manner

Once an investigation has begun the relevant staff should ensure that the alleged victim is reassured and an initial response is made to them and their parents.

When the situation has been investigated and reviewed appropriate next action will be agreed. The possible sanctions are listed below. In addition, it may be appropriate, and in keeping with the Catholic ethos of the school, to bring together the pupils as a form of reconciliation and restorative justice.

(b) Parents/Carers who are concerned that their child might be the subject of bullying behavior should contact their child's Head of Year, via email is preferable, in the first instance. Staff will endeavor to prioritise such communication and certainly respond within 48 hours.

Procedures for dealing with incidents, including follow up:

Any allegation of bullying behaviour should be dealt with as thoroughly and quickly as possible. Staff should:

- a) never ignore suspected bullying
- b) not make premature assumptions
- c) listen carefully to all accounts (make notes)
- d) adopt problem solving approach
- e) follow up repeatedly
- f) remember there may be potential safeguarding issues
- g) ensure the incident is recorded appropriately, in order for future behaviours to be considered in context and for whole-school analysis to be completed

School responses to bullying behaviour:

Any instances of bullying, once substantiated by careful investigation, will be dealt with in the most appropriate way. One of the following sanctions may be deemed appropriate:

- Mediation meetings
- Isolation at break and/or lunchtime
- Withdrawal from particular lesson
- Inclusion Room
- Alternative Day
- Suspension
- Restorative Meetings
- Additional support to manage change in behaviour
- Possible referral to external agencies

Preventing Bullying Behaviour

The school employs a range of measures to actively prevent and reduce bullying such as:

- strong ethos
- safe and secure environment
- staff supervision at break and lunch and after school
- open door and OK to tell strategies
- bus prefects for the school services and staff supervision at the start and end of the day
- Anti-Bullying Ambassadors trained under the Diana Award Programme
- mentoring, counselling drop-in services throughout the week
- School Council – to provide a platform for regular input from the Pupil Voice
- Appropriate sanctions which are clearly explained to pupils and staff

Implementation/Monitoring/Evaluation of the Policy

The Deputy Headteacher will have responsibility for reviewing this policy in conjunction with the Assistant Headteacher (Behaviour). Together they will coordinate the statistical overview and reporting to SLT and Governors as appropriate.

The Deputy Headteacher will have the responsibility for ensuring the policy is carried out.

Links with other policies

- Behaviour (B4L) policy
- Online Safety policy
- Safeguarding and Child Protection policy
- Equalities Policy
- Human Relationships and Sex Education (HRSE) policy
- Attendance policy

C Walker, Deputy Headteacher
March 2023