



SS PETER & PAUL CATHOLIC SCHOOL

‘Learning Together, Achieving Together in Christ’

Anti-Bullying Policy

2023-2024

Approved by: The Governing body

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Changes made

P3 - Dealing with Bullying, Preventing Bullying, Consequences, Bullying of Staff – to reflect *Preventing and Tackling Bullying, Department for Education, July 2017* further and integrating *Behaviour in Schools*

INTRODUCTION

This policy is intended as an appendix to our Behaviour Policy and will be consulted upon and reviewed regularly with the main policy. In line with the school's Mission Statement, we actively celebrate the diversity within our school and therefore do not tolerate bullying in any form.

Our anti-bullying policy is framed to tackle the early signs of hurtful and inappropriate behaviour and to ensure that every member of the school community is well aware of the need to care for and respect each other as part of God's wider family.

We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the *Equality Act 2010* it is essential that our school:

- eliminates unlawful discrimination, harassment, victimization and any other conduct prohibited by the Act;
- advances equality of opportunity between people who share a protected characteristic and people who do not share it; and
- fosters good relations between people who share a protected characteristic and people who do not share it.

We are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the *Children Act 1989* a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care.

Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

Definition of Bullying

The Department for Education defines bullying as "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences."

"Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click."

Preventing and Tackling Bullying, Department for Education, July 2017

The Anti Bullying Alliance defines bullying as "The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online." (<https://www.anti-bullyingalliance.org.uk>)

Bullying:

- is hurtful
- involves repetition
- creates a power imbalance

- is intentional

Bullying behaviour can be:

- Physical - pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional - isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual - unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online/cyber - posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - can include the exploitation of individuals

It is recognised that there are 4 main types of bullying as defined by www.bullybusters.org.uk/

Verbal Bullying

- name calling, not just calling you names but calling your loved one names
- threatening you, by saying an older brother or sister is going to hurt you, or they are waiting for you after school

Physical Bullying

- hitting, kicking, biting, scratching, pushing, tripping you up on purpose; anything that hurts you by touching you is physical bullying - this is also a criminal offence and **nobody** is allowed to hit you

Indirect Bullying

- ignoring someone, leaving them out or not allowing them to join in a game
- spreading rumours, talking about you behind your back and saying things that are not true
- the “bad eyes”: someone glaring or giving you threatening looks (very difficult to prove but can be just as distressing)

Technological/Cyber Bullying

- internet abuse: using social networking sites to show pictures, embarrass others, set up groups and encourage others to take part in bullying online (this can be *very dangerous* as sometimes people give out personal information that can get into the wrong hands)
- messenger sites: bullies can “come into your home” and abuse you through messenger sites
- chat rooms: using chat rooms to spread gossip and hurt people’s feelings.
- abusive text messages: nasty text messages, these can be particularly scary when you don't know who they are from
- “happy slapping”: this is when you use a phone or a video camera and film someone being slapped or attacked unknowingly (this is assault and we would always advise you to report any happy slapping incident to the police)
- silent or abusive phone calls: these too can be quite scary and worrying

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian or bisexual

Dealing with Bullying

When incidents occur, we aim to deal with them quickly and effectively. The creation of our learning environment, which aims to be a calm and productive place, is part of the school's approach to ensure behaviour is positive and disruption-free, where children respect one another and respect the staff. There are regular occasions when differences are discussed and celebrated in order to develop tolerance and understanding of our differences. This ethos supports the effectiveness of our approach to managing behaviour and bullying. All children are actively encouraged to report occasions when they are feeling threatened or victimised.

Preventing Bullying

Preventing and raising awareness of bullying is essential to keeping incidents in our school to a minimum. Through assemblies, lessons and anti-bullying week, pupils are given opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that themselves or someone else is being bullied. This is the same for incidents that take place beyond the school's premises. We aim to create a safe environment where our children can openly discuss the cause of their bullying, without fear of further bullying or discrimination. We believe that celebrating our successes is an important way of creating our positive school ethos around the issue.

Consequences

All behaviours are addressed in line with our behaviour policy – children are taught that bullying is wrong and will not be tolerated. Parents are informed and discussions take place, which may include any support required for the child engaged in the bullying (rather than just the recipient of the behaviour), but also focuses upon the sanction and next steps. Records of all reported bullying incidents are kept.

Bullying of Staff

As with the children, bullying of staff members, whether by children, parents or school staff will not be tolerated either. Staff are encouraged to make use of the whistleblowing procedures and report incidents to the Headteacher without fear of ridicule or discrimination.