



Anti-Bullying Policy 2022-23

Approved by the Full Governing Body October 2022

This Policy will be reviewed in November 2023

DEFINITION OF BULLYING

SMCS defines bullying as the ongoing, intentional disruption of a students' educational, social, mental or physical wellbeing. Actions that take the form of verbal or physical abuse for a sustained period of time, or periodically over a longer period of time, will not be tolerated.

AIMS

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone;

It is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist, disability related or homophobic remarks)
- indirect (spreading rumours, excluding someone from social groups)
- Cyber-bullying where pupils are targeted on the internet for example; - by email, text messages Or social networking websites.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, aggressive and agitated, isolated from their friends, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, a lack of concentration, truanting from school and generally challenging behaviour. Some may even begin to become bullies themselves. Pupils and parents should be encouraged to report bullying in school.

All staff must be alert to the signs of bullying and act sympathetically, dealing promptly and firmly, recording details of the event and notifying the Form Tutor or Pastoral Leader in writing or by email of any outcomes.

Why children bully?

Children can bully for all kinds of reasons:

- they may enjoy the sense of power and feel that they can get away with it
- they may or may not understand or care how much it hurts to be bullied and they may think the bullied child deserves it or 'is asking for it'
- The child may have been badly treated or bullied in their family. They may be unsure of themselves - troubled, pressured by school or family life, or even depressed. They may deal with their own fears by frightening others (young minds.org.uk)
- Children may see their behaviour as a way of being popular, showing off, or making them look tough.
- Some children bully to gain attention and some just like making other people feel afraid of them
- Others might be jealous of the person they are bullying, or might be being bullied themselves outside of their family. They may not even realise that what they are doing is wrong and how it makes their targets feel, or indeed that the action is bullying.
- Sometimes children and young people join a group who bully or let others be bullied because they are afraid of becoming isolated, they want to fit in and don't want to feel pressured. They wish to be acknowledged.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. It is of great importance that St Michael's Catholic High School is a "telling school", where pupils are safe to tell if they are experiencing difficulties of any kind including bullying.

Implementation

School

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Form Tutor and Pastoral Leader.
- The school counsellor will be kept informed and if it persists the appropriate subject teachers will be advised when necessary

- Parents will be kept informed and where appropriate mediation will be used to try and resolve the problem. If this fails then punitive measures will be used as appropriate and in consultation with all parties concerned

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a PL/FT/school counsellor or

a member of staff of their choice

- reassuring the pupil and being sensitive to the disclosure
- offering continuous support through counselling/mentoring
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- asking how they can make the situation better
- accepting responsibility for their actions
- discussing what happened
- discovering why the pupil became involved – are they victims of bullying
- establishing the wrong doing and need to change
 - informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- official warnings to cease offending
 - detention (including lunchtime/after school)
 - exclusion from certain areas of school premises including specific lessons if deemed appropriate
 - internal isolation considered on a fixed-term basis
 - alternate provision where appropriate
 - suspension for a fixed-term period
 - managed move provision
 - permanent suspension as a final resort
- Teachers can confiscate mobile phones if they believe they are being used for any form of bullying and can hold them pending further investigation.

In addition the school will:

Within the curriculum the school will raise the awareness of the nature of bullying through:

- Implementation of the Bullying Tzars at assemblies and through parent communication
- Use of the anti-bullying email on the school website to report incidents
- Relevant information Posters around the school highlighting relevant staff and students
- Training of Anti-Bullying Mentors through the Princess Diana Trust
- Engage in the National Anti-Bullying programme through the Diana Trust annually(October)
- Inclusion in Peer Mediation
- form tutorial time
- assemblies
- PSCHE programme
- subject areas where relevant curriculum content is being covered
- Chaplaincy programme through mentoring by Youth for Christ mentors

Monitoring, evaluation

- The school will review this policy annually and assess its implementation and effectiveness
- The policy will be promoted and implemented throughout the school.
- Emphasis will be given particularly to Year 7 to establish good practice
- Reminders to all year groups at the beginning of the school year in the Autumn Term
- Recording on anti-bullying log will be regularly reviewed by the Anti-bullying Tzars and will be shared with relevant members of staff for action and follow up (including by Heads of Year, Form Tutors and Safeguarding and Pastoral Assistants)
- Bullying incidents with outcomes and actions will be reported termly to Governors

Review

A senior member of this school staff will be identified to lead on the implementation of the policy and act as the link person across the whole school and with outside agencies. In addition to the termly update to Governors , an annual report will be made to the governing body, including statistics about:

- The number of reported concerns
- Monitoring information about the pupils involved
- Motivations for bullying, conducted through case studies
- Actions taken and outcomes

Supporting Organisations and Guidance

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Beat Bullying: www.beatbullying.org

Childline: www.childline.org.uk

DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventingand-tackling-bullying>

DfE: “No health without mental health”:

<https://www.gov.uk/government/publications/no-health-without-mental-health-across-government-outcomes-strategy>

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

Cyberbullying

Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

LGBTQ

EACH: www.eachaction.org.uk

Pace: www.pacehealth.org.uk

Schools Out: www.schools-out.org.uk

Stonewall: www.stonewall.org.uk

SEND

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

Anne Frank Trust: www.annefrank.org.uk

Kick it Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org

Show Racism the Red Card: www.srtrc.org/educationa

Sexual Harassment and Sexual Bullying:

Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk

A Guide for Schools:

www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf

Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters

Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-

bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-aboutbullying/sexual-and-gender-related

