



St Thomas More RC College

Policy:

Anti-Bullying Policy

This policy will be reviewed every 12 months

Author	J Kirk
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	Signature of member of Governing body	Date
Policy approved or reviewed (delete as appropriate)		08 November 2023

Our mission

Arising from our mission is our wholehearted commitment to the safety and wellbeing of young people. We want them to **be** safe and **feel** safe within the college community and to equip them to act wisely and with conviction in their lives beyond.

This Policy is linked to the Child Protection and Safeguarding Policy, Equality and Diversity Policy, Behaviour Policy, the SEN Policy and the E-safety Policy.

Definitions

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It is:

- Repetitive or persistent.
- Deliberate.
- Something that occurs because of prejudice/s.
- An imbalance of power leaving the victim feeling defenceless.

Bullying can take many forms, including cyber-bullying and prejudice-based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical.

Bullying Outside School Premises

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Purposes and Aims

1. To establish a supportive, caring and safe learning environment without the fear of being bullied.
2. To promote the message that bullying is wrong and will not be tolerated.
3. To ensure students are aware that bullying is a form of anti-social behaviour and is not part of good citizenship.
4. To inform the College community that all forms of bullying will be dealt with firmly, fairly and promptly.

As part of its work to promote equality, the College aims to ensure that within its educational provision children are offered opportunities to:

- Understand and celebrate diversity.
- Learn about equality in a variety of curriculum areas.
- Develop an understanding of global citizenship.
- Understand the power of language particularly relating to the verbal abuse of anyone.
- Develop an understanding of their rights, the rights of others, and their responsibilities to each other.
- Recognise and challenge prejudicial attitudes and behaviour.
- Develop emotionally and intellectually.

Guidelines for Implementation

1. Bullying will be treated as a cross curricular issue and may be dealt with in a variety of contexts in the curriculum, particularly in RE, the Citizenship and the Personal, Social and Health Education curriculum. In this way pupils will be given the opportunity to learn about bullying and other forms of unacceptable behaviour.
2. Pupils will be made aware of how to report bullying, either as a victim or a witness.
3. There will be annual as well as ongoing awareness raising activities, such as Anti-Bullying Week and assemblies.
4. Each form will have an anti-bullying ambassador.
5. All staff and pupils should be familiar with the 'Whisper' system for reporting bullying incidents.
6. The Pupil Voice Forum will be used to establish areas of pupil concern regarding bullying.
7. All staff should be familiar with the signs of bullying and encourage pupils to report incidents.
8. All staff will be aware of how to report and record incidents involving bullying.
9. Parents will be informed to ensure that they are aware of the procedures to follow if they believe that their child is being bullied.

Guidance and procedures for staff

Things to look out for:

As a form tutor/class teacher/member of support staff, investigate if a pupil is:

- Unwilling to come to school (often uses excuses)
- Begs to be driven to school
- Changes their usual routine
- Is isolated and wants to remain with adults
- Becomes withdrawn or anxious or lacking in confidence
- Starts stammering
- Runs away, attempts to harm themselves
- Cries themselves to sleep
- Is often alone around school
- Becomes easily upset or distressed
- 'loses' bus fare/possessions
- Delays going home at the end of the day
- Has unexplained cuts and bruises
- Has torn/damaged clothes/property
- Begins to underachieve in school
- Often trying to impress other students
- Becomes aggressive, disruptive or unreasonable
- Is frightened to say what's wrong
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a text message or email is received

Responses

1. Any incident a member of staff is witness to such as fighting, verbal abuse to another pupil, assault on another pupil will be recorded and sent to the relevant PAL.
2. All reports of bullying should be investigated by the PAL as soon as possible and within 24 hours of the complaint.

3. Cases should be verified by questioning witnesses.
4. PALs should be informed of all incidents involving bullying.
5. Parents of both victim and perpetrator should be informed of bullying incidents.
6. Sanction of the perpetrator should be appropriate and progressive.
7. A named member of staff within college (Joanne Kirk) will be responsible for analysing all data involving incidents of bullying in order to inform future policy development and formulate preventative and reactive measures.
8. Support should be available for both victim and perpetrator.

Approved by: Governors Personnel Committee

Date: 08.11.23