

BISHOP ULLATHORNE CATHOLIC SCHOOL



Anti-Bullying Policy

(including Cyber-Bullying)

2019

Review Date: Summer 2020

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“An active Christian community of love and service where all feel they belong and are valued”

Introduction and Ethos

Constructive behaviour, happy self-discipline, positive consideration and respect for others are central themes within Christian living. The teachings of Jesus Christ are as valid in our modern times as they were two thousand years ago. The demands of living in a modern society with its high technology and online media often create problems for young people and their relationships with others. For others, these pressures can reinforce a desire for an inner, more personal, peace. The aim of this policy is to encourage respectful and ‘online safe’ young people who live out their lives to a high standard in school, at home, in the local community and in the wider world.

Bishop Ullathorne Catholic School promotes a safe learning environment where everyone feels able to enjoy and achieve and where success is recognised and rewarded. We work to prevent all forms of bullying so that all students are able to achieve and enjoy.

Philosophy

We believe that for everyone to benefit from our learning community, Bishop Ullathorne Catholic School should be a place where pupils, 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 well-being is of paramount importance. Our school 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.

Our school has a system of rewards which aim to motivate and encourage pupils as well as helping to build individual self-confidence and self-esteem. Bishop Ullathorne Catholic School values everyone’s unique contribution to our community. Our ‘Ullathorne Way’ Values promote a culture of support and compassion.

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

We are a zero tolerance school - all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell staff.

Purpose

The school will:

- Adopt an agreed definition of bullying.
- 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 of our school community in the implementation and monitoring of this policy.
- Promote positive action to prevent bullying through our CPSHE programme, anti-bullying ambassadors and related activities.
- Provide support for all members of the school community that may be involved in dealing with an incident of bullying.

- Provide appropriate training for both staff and pupils to support the implementation of the policy across the school.
- 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.

Definition of bullying

The Government defines bullying as ‘behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally’. A person can be bullied for a variety of reasons including race, religion, culture, special educational needs, gender, disability, appearance, health conditions, sexual orientation or home circumstances.

There are various types of bullying, but most have three things in common:

- It is deliberately hurtful behaviour.
- It is repeated over time.
- There is an imbalance of power, which makes it hard for those being bullied to defend themselves.

Bullying can take place between students, between students and staff or between staff; by individuals or groups; face to face, indirectly or using a range of methods. In line with this statement, some identified bullying behaviour categories are listed below (please note this list is not exhaustive):

- Exclusion – ignoring, staring, obviously whispering about someone, not attempting to stop or prevent an incident, etc
- Psychological bullying – name calling, swearing, threatening, spreading rumours, offensive comments, etc
- Physical bullying– pushing, kicking, spitting, damage or theft of property etc
- Cyber bullying – inappropriate use of the Internet, mobile phones, video, email, chat rooms, gaming etc
- Direct verbal bullying – threats, insults, nasty teasing etc
- Bystanders – there is no such thing as an innocent bystander in these circumstances. A Bystander could be an associate who actively joins the bullying, a re-enforcer who gives positive feedback by smiling, laughing or an outsider who stays silent and thereby condones or collude with the bully.

Our student Friendly definition on bullying, based on the work of our Anti-bullying Ambassadors is:

A bully is a person or group of people who repeatedly face to face or online physically, verbally or emotionally deliberately harms or excludes someone.

Bullying is repeated intentional harms to threat to another student without consideration of their feelings. Lack of respect for an individual can be shown in some of the following ways. Excluding someone, emotional bullying, physical, online, verbal or being a bystander/joint enterprise.

Remember: No one should come to school and not feel safe. A bully can only win if the person they are bullying thinks they cannot do anything about it.
Speak out against bullying!!

Roles and Responsibilities

The Headteacher 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 in addition to awareness being raised of the issues associated with bullying in schools.

Section 89(5) of the Education and Inspections Act 2006 gives headteachers the power to regulate students' 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 public transport, outside the local shops, in the community or online

The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones. As a school we have made the decision to ban such devices from years 7-11, therefore it is vital that parents monitor their children's use of such devices.

The Headteacher has been designated to oversee the well-being of pupils. Their 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, through regular training
- 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 and Form Time prayer focus highlights aspects of bullying, including Anti-Bullying Week
- To ensure that all students are clear about the roles they can take in preventing bullying, including the role of bystanders and lookers-on
- To oversee the monitoring and recording all reports of incidents of bullying.
- To ensure the appropriate KSL monitors students involved in bullying and keeps the parents/carers informed.
- To liaise with the police as necessary.
- To liaise with the School IT Network manager who is responsible for the monitoring of the pupil guidelines for network and internet use. Students who violate the rules included in this policy will be subject to sanctions.

School Staff

- All staff should be alert to any potential incident of bullying and intervene when instances are noticed. Minor incidents of disagreement should be addressed by Form Tutors/subject teachers and can be dealt with effectively by reference to the school's normal procedures.
- Incidents that constitute bullying should be referred to the victim/bully's Form Tutor who will liaise with the KSL/ PSM over action to be taken.

Key Stage Coordinator:

- The KSL is responsible for clarifying the facts through thorough investigation and taking statements from the alleged bully, any victims and witnesses.
- the KSL / PSM, having clarified the facts, will inform all parents / carers of the incident, record the incident and liaise with their SLT line manager
- following appropriate investigation and considering the circumstances and history, any of these strategies can be applied:
 - Internal exclusion, during break and lunchtime, until investigation is completed
 - Detention

- Fixed term internal exclusion
- Fixed term exclusion
- Permanent exclusion
- Mediation and reconciliation
- Referral for counselling / victim support
- Written or verbal apology
- Parent/carer interview with KSL and SLT member leading to parental assistance in applying support or strategies or deterrents as necessary
- Continued monitoring of victim/bully individually
- Referral to external agencies eg Social Services, Educational Psychologist.

Students have the following responsibilities:

- Ensuring that previous victims of bullying are not isolated from groups of friends.
- Intervening when someone is being bullied and making it clear to the bully that their actions are disapproved of. Do not be a bystander or lookers on
- Informing a member of staff that bullying is happening.
- Encouraging the victim to join in activities and groups.
- Discussion and consideration of bullying issues in CPSHE lessons and Tutor time.

Allegations against staff

Bishop Ullathorne Catholic School believes that all members of the school community are entitled to protection from bullying. Inappropriate behaviour between pupils or staff will not be tolerated and any concerns or allegations of impropriety will be dealt with quickly, fairly and sensitively through the Grievance Procedure Policy.

Any staff disclosing information, regarding inappropriate behaviour by colleagues, will be listened to and supported by SLT, in line with the Bishop Ullathorne whistle blowing policy 2017.

Appendix

Appendix 1

WHAT CAN I DO IF I AM BEING BULLIED?

If you are experiencing bullying, it can make you feel low, helpless and alone. But you're not alone and there are people around you that care about you and want to help. It's really important that you talk to someone that you trust.

Bullying at school:

Don't suffer in silence - Every school has a duty of care to look after their students. If you are being bullied at school it's important that you talk to a teacher. This can be your form tutor, pastoral care, head of year or any teacher that you trust. You could also speak to a parent or guardian, or get support from a support service such as UK or Irish Childline.

Save the evidence - Keep a record of what's been going on – remember the 4 W's: What, Where, When and Who. This will help the person helping you to understand the situation and help you to resolve it.

Plan next steps - Your school should put an action plan in place to stop the bullying and keep you safe and free from harm. If your school does not take what you're telling them seriously, your parents/carers could arrange a meeting with your school to talk through how the situation will be resolved.

Bullying outside of school:

Speak to your teacher - Even if you are being bullied outside of school and the person is in your school, your school still has a duty of care to intervene in the situation.

Speak to their teacher - If the person that is bullying you is not in your school and you know the school that they belong to, you can still speak to your teacher/parent and they can contact the school that the young person attends and they should take action.

Speak to the police - If the person is unknown to you, you can contact the police and describe the person/incident to them and seek their advice.

Cyberbullying:

Make sure you do the steps above and talk to people inside and outside of school that you can trust. These people care for you and will work with you to stop the bullying. Stay positive, you are not alone and things will get better.

1. Always respect others – be careful what you say online and what images you send.
2. Think before you send – whatever you send can be made public very quickly and could stay online forever.
3. Keep your password secret. Only give your mobile number or personal website address to trusted friends.
4. Block the bully – learn how to block or report someone who is behaving badly.
5. Do not retaliate or reply!
6. Save the evidence – learn how to keep records of offending messages, pictures or online conversations.

Make sure you tell:

- an adult you trust, or call a helpline like ChildLine on 0800 1111 in confidence;
- the provider of the service; check the service provider's website to see where to report incidents;
- your school – your form tutor or your Pastoral Support Manager or Key Stage Leader can help you.
- finally, do not just stand there – if you see cyber-bullying going on, support the victim and report the bullying. How would you feel if no one stood up for you?.

Other sources of support:

- www.antibullyingpro.com/support-centre
- www.childline.org.uk
- www.samaritans.org
- www.befrienders.org
- www.police.uk
- www.ditchthelabel.org/get-help/
- www.bullying.co.uk
- <https://youngminds.org.uk>
- www.kidscape.org.uk
- <http://standuptobullying.co.uk>
- www.anti-bullyingalliance.org
- www.younglivin.org.uk
- www.young-voice.org
- www.thinkuknow.co.uk



Appendix 2

WHAT CAN I DO IF MY CHILD IS BEING BULLIED?

Young people feel they often have to deal with bullying alone, and your child may worry that telling you will make you angry or upset. It's important that you have the tools you need to keep your child safe, happy and free from bullying.

Your child will be concerned about your reaction, so try to stay calm and make sure you thank them for telling you. It is really important that you listen to what your child is telling you and observe their behaviour.

Your child wants to know that you believe what they are saying and will support them through this tough time. If they are confiding in you it means that they are asking for help and support. It is important to talk to your child about how you can take action together to stop the bullying: ask them what they would like you to do.

A good first step is to contact school and arrange a meeting with your child's form tutor, Pastoral support manager or Key Stage Leader.

How to support your child online

1. Be aware, your child may be a target of cyber-bullying. Be alert to your child seeming upset after using the internet or their mobile phone. This might involve subtle comments or changes in relationships with friends. They might be unwilling to talk or be secretive about their online activities and mobile phone use.
2. Talk with your children and understand the ways in which they are using the internet and their mobile phone. See the seven key messages for children (above) to get you started.
3. Use the tools on the service and turn on in-built internet safety features.
4. Remind your child not to retaliate.
5. Keep the evidence of offending emails, text messages or online conversations.
6. Report cyber-bullying:
 - Contact the school if it involves another pupil, so that we can investigate and take appropriate action.
 - Contact the service provider.
 - If the cyber-bullying is a potential criminal offence, you should consider contacting the police.

Appendix 3

The law

The Protection from Harassment Act 1997

Makes it a criminal offence where there are repeated incidents of behaviour amounting to harassment of a person or which causes a person to fear that violence will be used against them.

Malicious Communications Act 1997

It is an offence to send an indecent, grossly offensive or threatening letter, electronic communication or other article with the intention that it should cause distress or anxiety.

Communications Act 2003

It is an offence to send all form of public communication: grossly offensive, obscene, indecent or menacing communication; or a message known to be false for the purpose of causing annoyance, inconvenience or needless anxiety.

Public Order Act 1986

It is an offence to use threatening, abusive or insulting words, behaviour, writing, signs or other visual representation with the intent to cause harassment, alarm or distress.

Computer Misuse Act 1990

This is relevant where cyberbullying takes the form of hacking into someone else's account.

Crime and Disorder Act 1998

This may be used to appeal for an Anti-Social Behaviour Order (ASBO) which prohibits this type of behaviour. This could be related to any form of bullying where there is evidence of a person, over 10 years old, whose behaviour is causing or is likely to cause harassment, alarm or distress to others and where such order is needed to prevent further anti-social behaviour.