

Anti-Bullying Policy

Statement of Intent

We lead our children to be like Jesus... wise, caring, honest and fair, today and every day.

The dignity of the human person is the foundation of all Catholic Social Teaching and inherent to our education ministry at St. Anne's Catholic Voluntary Academy. Consequently, the principle that the person is made in the image and likeness of God, is central to the mission of our school community. The creation and maintenance of a respectful, safe and supportive learning environment that promotes pupils' wellbeing is vital.

Bullying, disregards the core values of our faith including dignity, respect, justice, equity, compassion, trust and courage. Importantly, such actions can adversely affect the wellbeing of students and are therefore unacceptable. All members of our school community are expected to prevent and challenge such actions in order to build respectful relationships that respond effectively and sensitively to the needs of each person.

All schools have a responsibility for preventing and tackling bullying: Section 89 Education and Inspections Act 2006 and The Equality Act 2010. At St. Anne's Catholic Voluntary Academy, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a secure atmosphere.

Bullying of any kind is unacceptable at St. Anne's Catholic Voluntary Academy.

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell. **Persons with responsibility for anti-bullying**

Senior Designated Safeguarding Lead: Julia Wiggins

Deputy Designated Safeguarding Lead: Francesca Dodd

Deputy Designated Safeguarding: Katie Lonsdale

Designated Safeguarding Lead/Mental Health Lead: Mrs Laura Chapman

Anti-Bullying/Behaviour Lead: Julia Wiggins

Anti-Bullying Governor: Alison Pimblett

What Is Bullying?

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. Bullying can be physical, verbal or psychological. It can happen face to face or through cyberspace" 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 be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching, intimidating behaviour, theft or intentional damage of possessions
- Verbal - name-calling, sarcasm, spreading rumours, persistent teasing, mocking and threats
- Cyber – Misuse of digital technologies or communications to bully a person or group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation. The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. 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.

Children are most commonly bullied because of a real or perceived 'difference'. The difference can be anything but can often be:

- Racist - based on ethnicity, skin colour, language, religious or cultural practices
- Sexual - unwanted physical contact or remarks intended to cause offence, humiliation and intimidation
- Homophobic – bullying based on sexuality or gender identity

- Disablist - the bullying of children who have special educational needs and disabilities
- Discriminative – bullying based on perceived weaknesses.

Why is it Important to Respond to Bullying?

The effects of bullying are severe and can continue long into adulthood. No one deserves to be a victim of bullying; everyone has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying. All those working with the children at St. Anne's Catholic Voluntary Academy have a duty to prevent this and take incidents seriously if they occur.

Objectives of this Policy

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

All governors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.

All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

Possible Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school; doesn't want to go on the bus; begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic); begins to truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or runs away cries themselves to sleep at night or has nightmares
- feels ill in the morning

- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Empowering Our Pupils

Our pupils learn what constitutes bullying and what actions to take if they are involved in or see bullying occur.

At least one assembly a term, led by the head teacher or assistant head, will focus upon the topic of bullying with direct reference to Scripture. Catholic Social Teaching directly teaches respect for all. RE lessons directly link scripture to the way each of us chooses to live our life and the responsibility we have for the choices we make.

Annually, during Anti Bullying Week, curriculum time is set aside to have a stronger focus upon anti bullying – this time reinforces the clear messages that we are a telling school and bullying is not acceptable.

Children learn about protective behaviours and identify 5 key adults in their life they would turn to.

Our E-safety curriculum develops throughout the year with a particular focus in February (Safer Internet Day).

Responsibilities

School staff have the following responsibilities:

- All staff should be alert to any potential incident of bullying and intervene when instances are noticed.
- Minor incidents of disagreement should be addressed in class by teachers, or midday supervisors if the incident happens over lunchtime, and can be dealt with effectively by reference to the school's Behaviour Policy.
- In the case of potential bullying being identified, a member of SLT will be responsible for clarifying the facts through thorough investigation and taking statements from the pupils concerned.
- The Anti-Bullying Lead, having clarified the facts, will inform all parents / carers of the incident, record the incident on My Concern and liaise with the head teacher.

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.
- Informing a member of staff that bullying is happening.
- Encouraging the victim to join in activities and groups.

Outcomes

After appropriate investigation and, considering the circumstances and history, any of these may be applied:

- Internal seclusion, during break and lunchtime, until investigation completed
- Internal exclusion
- Fixed term exclusion
- Permanent exclusion
- Mediation / Restorative approaches

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- Referral for counselling / victim support
- Written or verbal apology
- Parent/carer discussions with the Head of School and/Assistant Head
- Continued monitoring of victim/bully individually
- Referral to external agencies e.g. Children's Services, Educational Psychologist, Education Support Centre

Help organisations

Childline 0800 1111 <https://www.childline.org.uk/get-support/contacting-childline/>

Advisory Centre for Education (ACE) - 0300 0115 142

Children's Legal Centre 020 7520 0300

KIDSCAPE parent helpline 020 7823 5430

Parentline Plus 0808 800 2222

Date: October 2022

Review of policy: October 2023

Signed: *JME Wiggins*
Head Teacher

Signed: *L Gavin*
Chair Local Governing Body