

CARDINAL POLE CATHOLIC SCHOOL



Anti-Bullying Policy

Approved by Governors

Signed:

Date:

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Mission Statement

Cardinal Pole Catholic School is a learning community for all based upon partnership and respect. It is a strong and vibrant place which recognizes the importance and individual needs of every pupil and member of staff. Praise and encouragement is vital in creating a climate of learning and high expectations supported by teaching of the highest quality. The school is full of confident, creative and fulfilled young people and staff. They are celebrated as individuals – unique creations of God – who deserve our support, love and trust as they begin the great journey of life.

Key Principles

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 schools.

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 three main types of bullying are:

- Physical (hitting, kicking, theft);
- Verbal (name calling, racist remarks, harassment) and
- Indirect (spreading rumours, excluding someone from social groups)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting.

Pupils must be encouraged to report bullying in schools.

The schools teaching and non-teaching staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

The school reiterates the expectation and fosters a culture of 'telling'. This extends to parents and/or carers who are encouraged to report changes in their child's behaviour or suspicions that their child is a victim of/or perpetrator of bullying.

Procedures

The following steps are taken when dealing with incidents:

- If bullying is suspected or reported, the incident is dealt with immediately by the member of staff who has been approached;
- It is incumbent on the staff member to seek the support of a Pastoral Support Manager or the Head of Year if it is deemed the situation cannot be resolved satisfactorily;
- A clear account of the incident is recorded and given to the Head of Year or Pastoral Support Manager;
- The Head of Year or Pastoral Support Manager will interview all concerned and will record the incident;

- Form Tutors and other staff involved with the pupil including the safeguarding officer are kept fully informed and involved;
- Parents are kept informed;
- Punitive measures are used as appropriate and in consultation with all parties concerned;
- Mediation can be used to support pupils being bullied and the bullies and counselling is also available to support both categories of pupil.

Pupils who have been bullied are supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff with whom they are comfortable to speak;
- Being reassured;
- Being offered continuous support;
- Being assisted to have their self-esteem and confidence restored;
- The opportunity of referral to support services as appropriate i.e. Counsellor, Mentor;
- The offer of a 'Resolution' meeting.

Actions taken could also include:

- Discovering why the pupil became involved;
- Establishing wrong doing and need for change as appropriate;
- Informing parents or guardians to help change the attitude of the pupil

When dealing with bullying, the following disciplinary steps can be taken:

- Official warnings to cease offending;
- Detention;
- Exclusion from certain areas of school premises;
- Minor fixed term exclusion;
- Major fixed term exclusion;
- Permanent exclusion.

The policy is promoted and implemented throughout the school. For example:

- A "Worry Box" is placed outside main office for students to voice their bullying concerns confidentially
- Awareness of bullying is raised through PSHE and assemblies
- Guidance on what to do in the event of bullying is clearly displayed around the school
- Bullying can be reported confidentially via the school's VLE

Types of Bullying

There are many different types of bullying that can be experienced by children and adults alike, some are obvious to spot while others can be more subtle. These are:

Physical bullying

Physical bullying includes hitting, kicking, tripping, pinching and pushing or damaging property. Physical bullying causes both short term and long term damage.

Verbal bullying

Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse. While verbal bullying can start off harmless, it can escalate to levels which start affecting the individual target.

Social bullying

Social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation. Social bullying includes:

- lying and spreading rumours
- negative facial or physical gestures, menacing or contemptuous looks
- playing nasty jokes to embarrass and humiliate
- mimicking unkindly
- encouraging others to socially exclude someone
- damaging someone's social reputation or social acceptance.

Cyber bullying

Cyber bullying can be overt or covert bullying behaviours using digital technologies, including hardware such as computers and smartphones, and software such as social media, instant messaging, texts, websites and other online platforms.

Cyber bullying can happen at any time. It can be in public or in private and sometimes only known to the target and the person bullying. Cyber bullying can include:

- Abusive or hurtful texts emails or posts, images or videos
- Deliberately excluding others online
- Nasty gossip or rumours
- Imitating others online or using their log-in