

**ST BENEDICT'S CATHOLIC HIGH SCHOOL**  
**incorporating**  
**WEST CUMBRIA CATHOLIC SIXTH FORM CENTRE**



**ANTI-BULLYING POLICY**  
**(Addendum to Behaviour Policy)**

Articles 28 and 19 respectively of the United Nations Convention for the Rights of the Child are:

- All children have a right to education. Discipline in schools should respect young people's human dignity.

Children and young people have a right to be protected from violence, abuse and neglect.

**Compiled in consultation with Student Leadership Group and Parents/Carers**

Our mission statement makes it clear that everyone has a right to feel happy and safe in our school community. If students are to enjoy school and achieve success they must be provided with a supportive, caring and safe environment in which to learn without fear of being bullied. **All** bullying of any sort is therefore unacceptable and will not be tolerated.

**DEFINITION OF BULLYING**

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

Bullying can take many forms but the main types are:

- Physical - hitting, kicking, and taking another's belongings.
- Verbal - name calling, insulting, making offensive remarks related to appearance.
- Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours and cyber bullying which uses a variety of electronic forms of contact.

Some forms of bullying are attacks not only on the individual but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying.
- Sexual bullying.
- Homophobic bullying.
- Bullying of students who have special educational needs or disabilities.

Students who are being bullied may show changes in behaviour, become withdrawn, or nervous, feign illness, have poor attendance. There may be changes in work patterns and lack of concentration in class.

All staff must be alert to the signs of bullying and act promptly if they are suspicious. They should also encourage students to report any bullying.

The school aims to fulfil its statutory duty to safeguard and promote the welfare of students in their care through this anti-bullying policy and the procedures contained within it.

### **AIMS**

- To create a culture in school where bullying is not tolerated and create a climate where students feel safe to disclose bullying.
- To provide a safe and secure learning environment free from any threat or fear so that students can achieve their learning goals.
- To provide support to students who have been bullied.
- To ensure that all students and staff are aware of the policy and that they fulfil their obligations to it.
- To ensure online safety through awareness and education.
- To work in partnership with parents and members of the community to eradicate bullying in our school.

### **CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL**

This will be achieved in the following ways:-

- 1) Our school's behaviour policy explains the ways in which we promote positive behaviour in school. We aim to create an environment where students not only behave well but where they take responsibility for each other's emotional and social well-being. We want students to support and include each other.
- 2) The curriculum will be used to:
  - Raise awareness about bullying and our anti-bullying policy.
  - Increase understanding for victims and help build an anti-bullying ethos.
  - Teach students how to manage their relationships with others in a constructive manner.

The anti-bullying policy will be re-enforced by staff through use of material in class. E.g. the teachings contained within PSHE, RE, IT, VLE, current affairs, literature, historical events, and sporting activities.

Enrichment events and activities such as visits by theatre groups will be part of the school strategy.

- 3) School assemblies and collective worship will be used to raise awareness that bullying will not be tolerated.

- 4) Posters may be used to remind students that bullying is not acceptable, and to tell them what to do if they are bullied. Anti-bullying messages are the main focus on a series of display boards placed in all areas outside where students congregate. Along with positive anti-bullying messages these give clear information about how to get help if being bullied.
- 5) Our Student Leadership Group offers a forum where bullying can be discussed on a regular basis and has an email reporting system.
- 6) Guidance will be given to students to tell them what to do if they are being bullied, or if they see another pupil being bullied via displays, EduLink One and information in school.
- 7) We will make it clear that bullying will not be tolerated in the literature that we give to students and parents when they join our school.
- 8) We will provide written guidance for parents on the signs of bullying and what to do if they suspect their child is being bullied at school.
- 9) We will ask students where and when bullying occurs in school and we will supervise and try to eliminate any unsafe areas which they report to us.
- 10) We will provide training for all staff on spotting signs of bullying and how to respond, and our procedures and policies to combat bullying will form part of induction for all new staff and temporary staff.
- 11) Use anti bullying day in November as a focus for an event.
- 12) Train peer support volunteers especially in 6th form. They in turn will train Year group leaders so students in the main school are confident to approach Sixth Form students
- 13) All staff and students awareness of changing technologies, signing and implementing the "Acceptable Use Policy".

## **SCHOOL STRATEGIES FOR DEALING WITH BULLYING**

- In all the strategies that we use we aim to promote the self-esteem of young people and build positive relationships amongst all in our school community. It is essential that we create a supportive climate in school.
- We will review these strategies regularly and encourage students to suggest new ways of dealing with bullying.
- For the Victim:
  - Counselling from the school counsellor
  - Mentoring from the school nurse
  - Assertiveness training
  - Peer support
- For the bully:
  - Training to help the bully to recognize their unsociable behaviour and offered support to modify that behaviour
  - Monitoring of the behaviour of the bully

## **RESPONDING TO INCIDENTS WHEN THEY OCCUR**

We can only deal with bullying if we are told about it. It is therefore vital that:

Students who have been bullied report it to their Tutor or Director of Learning/ Head of Year as soon as possible after the incident or confidentially using school email bullying at [\*\*stopbullying@st-benedicts.cumbria.sch.uk\*\*](mailto:stopbullying@st-benedicts.cumbria.sch.uk)

Students who see others being bullied report it to a member of staff as soon as possible. The member of staff to whom the incident is reported will deal with it in the first instance. The Director of Learning will record all incidents of bullying and be responsible for informing parents.

We will provide support to students who are bullied in the following ways:

We will:

- Reassure them that they do not deserve to be bullied and that it is not their fault.
- Assure them that it was right to report the incident.
- Encourage them to talk about how they feel.
- Try to ascertain the extent of the problem.
- Engage them in making choices about how the matter may be resolved.
- Try to ensure that they feel safe.
- Discuss strategies for being safe and staying safe.
- Ask them to report any further incidents to us.
- Affirm that bullying can be stopped and that our school will persist until it does.
- Offer counselling via peer support/school counsellor.
- Contact parents if necessary.

When an incident is reported we will:

- Interview the student(s) involved in the bullying separately.
- Listen to their version of events.
- Talk to any possible witnesses.
- Re-inforce the message that bullying is unacceptable and that we expect it to stop.
- Work with the bully to help modify his/her behaviour. (This will involve a joint problem solving approach where appropriate and/or restorative justice approach.)
- Conduct follow up checks each week to ensure that the bullying has stopped.
- Involve parents /carers as soon as possible if necessary.
- Keep records of incidents and resulting actions.

The following disciplinary steps will be taken:

- Communication with parents – restorative justice
- Detention
- Exclusion from certain areas of the school premises.
- Official warnings to cease offending. (Recorded on student file).
- Minor / major fixed term exclusion.
- Permanent exclusion.
- Where needed involvement with the police/PCSO ie for cyber bullying, happy slapping etc.

## **OUR RESPONSIBILITIES**

Everyone in school is expected to adhere to and promote the objectives of this policy.

Students are expected to:

- Report all incidents of bullying.
- Report all suspected incidents that victims may be afraid to report.

Parents/carers can help by:

- Supporting our anti-bullying policy and procedures.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or involved in some other way.

## **BULLYING OUTSIDE THE SCHOOL PREMISES**

Where a student or parent/carer tells us of bullying off the school premises we will:

- Talk to students about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose students are bullying.
- Talk to the transport company about bullying on buses.
- Talk to the police.

## **MONITORING AND EVALUATION**

We will evaluate our anti-bullying policy using the following measures.

- The numbers of incidents that are reported to staff over a given period.
- The number of days of absence, which are thought to arise as a consequence of bullying.
- Student's perceptions of the scale of bullying.
- The number of complaints and compliments that we receive from parents/carers.

All bullying incidents will be recorded in a central log held in the main school office. This information will be used to track the frequency and type of bullying incidents in school. A weekly report will be run and circulated to SLT, Directors of Learning and after 2 weeks the person reporting the incident will be reminded to revisit the situation to check the bullying has stopped. A member of SLT and a named member of the admin team will oversee the log.

The Headteacher is responsible for introducing and implementing this policy. However all staff, students and their parents/carers have an active part to play in the development and maintenance of this policy, and in its success.

We recognise that there may be times when parents/carers feel that we have not dealt well with an incident of bullying. We would therefore ask that this be brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents/carers can raise their concerns by writing to the Chair of Governors at the school address.

Monitoring of progress towards implementation of this policy is done at termly meetings between Assistant Headteacher, Directors of Learning/ Heads of Year and students.

Work on this action plan needs to be inclusive and completed alongside the Behaviour Policy. In short the intention is to:

- Evaluate and review the current Anti-Bullying Policy in the Staff Handbook, in conjunction with staff at all levels, students, parents/carers and governors. (Possible work by Year 7 Director of Learning/ Head of Year in transition period with Year 6.)

- Evaluate and review procedures in school to protect against bullying, including electronic bullying, in conjunction with Assistant Head Team, Directors of Learning, Computer Science Subject Leader and students.
- Use on-line questioning techniques to gather student viewpoint prior to inclusion of year and Student Leadership input.
- Following the review, revamp and update of display boards, school website, and EduLink One for anti-bullying, guidelines, advice and strategies, including electronic methods.
- Review Cyber Bullying and Homophobic Bullying.

Issued on behalf of the Governing Body by:

A handwritten signature in black ink, appearing to read 'J. McQuinn', is written over a light blue horizontal line.

Chair of Governors

Reviewed: December 2020

To be reviewed: November 2021

Please display one copy on Tutor Room board

## BULLYING

### Do we all agree what bullying is?

Bullying is when a person (or group) deliberately makes someone else unhappy every time they see them, for example:

- Hitting and pushing
- Making nasty comments either to his/her face or so that he/she can hear
- Isolating the person by ignoring his/her presence
- Commenting, laughing whenever he/she answers questions in class
- Picking on them
- Giving them the eye
- Using e-bullying

Most of the people in our school who have bullied others have been bullied themselves so can think of other ways in which they have been treated which made them miserable. Some have been so unhappy that they have not wanted to come to school.

We (staff and students) believe that EVERYONE is important but, NO ONE has the right to make anyone else feel unhappy, worthless or stupid.

### What can you do if you are being bullied?

As with all other problems you will probably have friends who can help. Your Tutor, Pastoral Leader are there for you.

Remember: THIS IS A TELLING SCHOOL

Don't be put off asking for help by thoughts of "grassing" or fears that if you tell, you will be bullied even more.

TELL and TELL AGAIN if the bullying doesn't stop.

### What will happen once you tell?

- The teacher will LISTEN to you so give the details of what is happening; what you did/said; what others did/said. The teacher will NOT tell you to go away and sort it out yourself; will NOT tell you to "stop being soft" or to "stick up for yourself".
- The teacher will see the other person separately and listen again. Sometimes people don't realise that they are bullying, haven't thought that they are hurting you. Once they know, that may be enough to stop it
- If it doesn't stop, then you will need to tell again. It may be necessary to bring parents/carers into school so that we can solve the problem together.

### To the bullies - We will not tolerate bullying at St. Benedict's

- The best way of judging your behaviour towards others is to ask yourself:  
"Would I like it if I was in the other person's shoes?  
If you find yourself saying NO, then ask, "Is my behaviour making things better or worse? Is there another way?"
- ASK FOR HELP TO STOP.  
We don't need 100% PROOF  
We don't want to PUNISH ... it is far more important for you to realise what you are doing, to find out, with the help of a teacher why you are doing it and to make a determined effort, with the SUPPORT of others, to stop it.

### To Everyone (taken from the video "Sticks and Stones")

- Don't stand by and watch bullying ... try and help.
- Don't give bullies any encouragement - show that you and your friends disapprove of their behaviour.

- **Be sure that you yourself are not upsetting anyone without realising it.** Be particularly careful about teasing or personal remarks - imagine how you might feel if you were at the receiving end.
- If you know of serious bullying TELL a teacher or trusted adult. It is their duty to protect young people. Don't be misled into thinking that you are telling tales. The victim may be too scared or lonely to stand up for him/herself. Keep an eye on younger children in school.
- Ask your Tutor if you can have a discussion in class about bullying. The video "Sticks and Stones" is in school and is a good introduction to any discussion.