



Anti-Bullying Policy

St Richard Reynolds Catholic High School

Policy: Anti-Bullying

Date of publication: October 2022

Date of approval by Governing Body: February 2023

Date of next review: as required

Why have a policy?

We expect that students at St Richard Reynolds Catholic College treat each other with kindness and respect at all times. All children are valued and their achievements celebrated. Each child is special and has the right to be treated with respect, dignity and valued as an individual as they have been created in the image of God.

We recognise the detrimental effects bullying can have on students' feelings of worth and on their learning. It can create a negative atmosphere and can cause segregation and division within a community. Bullying is therefore unacceptable. St Richard Reynolds Catholic College takes bullying seriously and will make every effort to combat it because we believe that students have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

This policy should be read in conjunction with the College's Behaviour Policy; E-safety Policy; Safeguarding; Child Protection Policy and [Keeping Children Safe in Education](#).

Aims:

- To express our belief that all students should be included fully in the life of the College
- To provide a learning environment free from any threat or fear
- To instil a sense of justice and fairness in each student
- To promote and foster self-esteem
- To establish a means of dealing with bullying, and of providing support to students who have been bullied
- To provide support for students who are accused of bullying, who may be experiencing problems of their own
- To ensure that all students and staff are aware of the policy and that they fulfil their obligations to it
- To create a climate where bullying is not accepted by anyone within the College community as it does not reflect our identity and mission

We will achieve these aims by:

- Defining what we consider to be bullying
- Ensuring the college behaviour expectations are known, understood and followed
- Promoting the virtues of individuality, tolerance, social responsibility and consideration for others
- Fostering a sense of belonging and commitment to the College community
- Stressing the importance of respect for self and others

- Creating safe spaces, where an atmosphere of trust in which students and teachers feel confident to explore, discuss and confront issues
- Undertaking anti-bullying education throughout the curriculum including the consequences of cyber bullying, including:
 - Raising awareness about bullying and our anti-bullying policy.
 - Building an anti-bullying ethos.
 - Teaching students how to constructively manage their relationships with others.
- Setting out clear procedures for dealing with incidents
- Ensuring that victims feel supported
- Ensuring that perpetrators and bystanders are supported to change negative behaviours
- Applying appropriate sanctions when required

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.” (DfE 2017)

At St Richard Reynolds we take particular note of the definition given by the government (<https://www.gov.uk/bullying-at-school/bullying-a-definition>), in that bullying is behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It can be:

- PHYSICAL – Hitting, kicking, punching, taking belongings, any unwanted physical contact
- VERBAL – name-calling, racist remarks, homophobic/sexist remarks, saying unpleasant things about people’s family and friends
- SOCIAL – spreading nasty rumours, leaving someone out, nasty gestures
- PSYCHOLOGICAL – threatening, intimidating, putting pressure on others to conform
- CYBER – verbal, indirect and psychological through websites, messaging services, mobile phone texts, photos and other social media
- PROPERTY - including interference with/damage to personal property, theft and extortion

N.B. This list is not exhaustive.

For the College’s approach to dealing with Sexual Harassment, please review the Safeguarding and Child Protection Policy.

Creating an anti-bullying climate in College:

All year groups within the College explore bullying and/or discriminatory behaviour through our PSHE and/or tutor time provision, including assemblies.

The College works hard to ensure that all students know the difference between bullying and ‘falling out’ and that staff are available to support friendship problems and student disagreements.

The College Behaviour Policy promotes positive behaviour to create an environment where students behave well, take responsibility for each other’s emotional and social well-being and where they include and support each other.

The College’s PSHE Curriculum promotes positive behaviour and responses to bullying.

The College actively seeks to create an emotionally and socially safe environment where these skills are learned and practised.

Bullying will not be tolerated and we make this clear in the information we give to students and parents when they join our College.

The College Student Agreement (or age-appropriate equivalent) is displayed around the site and in classrooms to remind students of their rights and responsibilities with regards to creating Safe Spaces.

Information and resources in College tell students what to do if they are bullied or see others being bullied, including where to access confidential help, e.g. Child Line.

Our College Parliament will be consulted and this will be used to inform future development of the anti-bullying policy, resources and approaches.

We use the responses from the annual student questionnaires to gauge how safe children feel in College and we review our procedures following these each year.

Anyone affected by bullying is encouraged to speak out and to identify a safe place/trusted person to speak to.

Responding to incidents when they arise:

Bullying may be reported by a child, a member of staff or a carer/parent. In some cases, a child may admit to a member of staff that they have bullied another child. All reported incidents of bullying will be investigated and taken seriously by staff members in accordance with the investigatory flowchart (see Appendix A).

Children who have been bullied, *or who see others being bullied* should report this to: a trusted member of staff or their parents. Bullying can also be reported anonymously using the Speak Out button on our school website.

Recording the details:

Reports of bullying will be recorded in writing by all relevant parties (staff, students or parents). Additional evidence including screenshots, CCTV or email/mobile phone communication may also be gathered.

Where bullying is of a racist nature, this will be reported to the local authority using the Racial Incident Report Form.

Key Stage Leaders will monitor trends and look to see whether the curriculum/College approach needs updating in response to address any arising issues.

Putting things right:

A staff-led response to the alleged bullying will happen as soon as sufficient evidence is gathered and a clear understanding has been established. We will use our discretion and professional judgement to respond flexibly and in an age-appropriate way to each incident using **restorative approaches**, where possible, and to involve young people in conflict resolution. The following strategies may be adopted depending on what is most appropriate to the situation:

- A joint problem solving approach, asking the students involved to help us find solutions to the problem, encouraging them to take responsibility for the emotional and social needs of others. Each student must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying reoccurring.
- Encouraging the accused to see things from the victim's point of view and to carry out corrective action to improve relationships. If the victim is in agreement, a mediation meeting with a staff member, victim and bully might take place, where the bully is encouraged to apologise to the victim and a way forward is agreed.
- Support the victim by offering immediate opportunities to discuss their feelings with a staff member.

- Informing all parent(s)/carer(s) and by offering ongoing support from their tutor or other member of staff.
- Reviewing the bullying incidents with those involved (either directly or as a bystander) explaining to them why their action was wrong and how they can make better choices in the future.
- Offering support to the bully (or bystander) through, amongst other things, mentoring and coaching.
- Considering sanctions under our College's Behaviour Policy.
- Monitoring the future behaviour of the bully.
- Ensuring the bully (and their parent/s/carer/s are aware that repeated instances of bullying will not be tolerated and may result in an escalation of sanctions within the Behaviour Policy.
- Promoting the fact that we are a 'telling' school.
- Reporting incidents of bullying to the police when appropriate.

Bullying of staff and governors:

Adults also have a right to be protected from bullying behaviour. In particular, offensive, derogatory, humiliating and/or abusive materials posted on websites about staff or governors will be followed up by the Leadership Team in order to remove the offensive materials and identify the bully where this is possible. The bully will then be subject to appropriate disciplinary procedures, as outlined above.

Bullying outside the College premises:

Schools are not directly responsible for bullying that occurs off the premises but our students may witness or experience bullying on journeys to and from College carried out by students from our own College, by students from other schools or by people who are not at school at all. Where a student or parent tells us of bullying outside of the College premises we will:

- Talk to students about how to avoid or handle bullying outside of College.
- Talk to the Head teacher of another school whose students are bullying.
- Talk to the police.

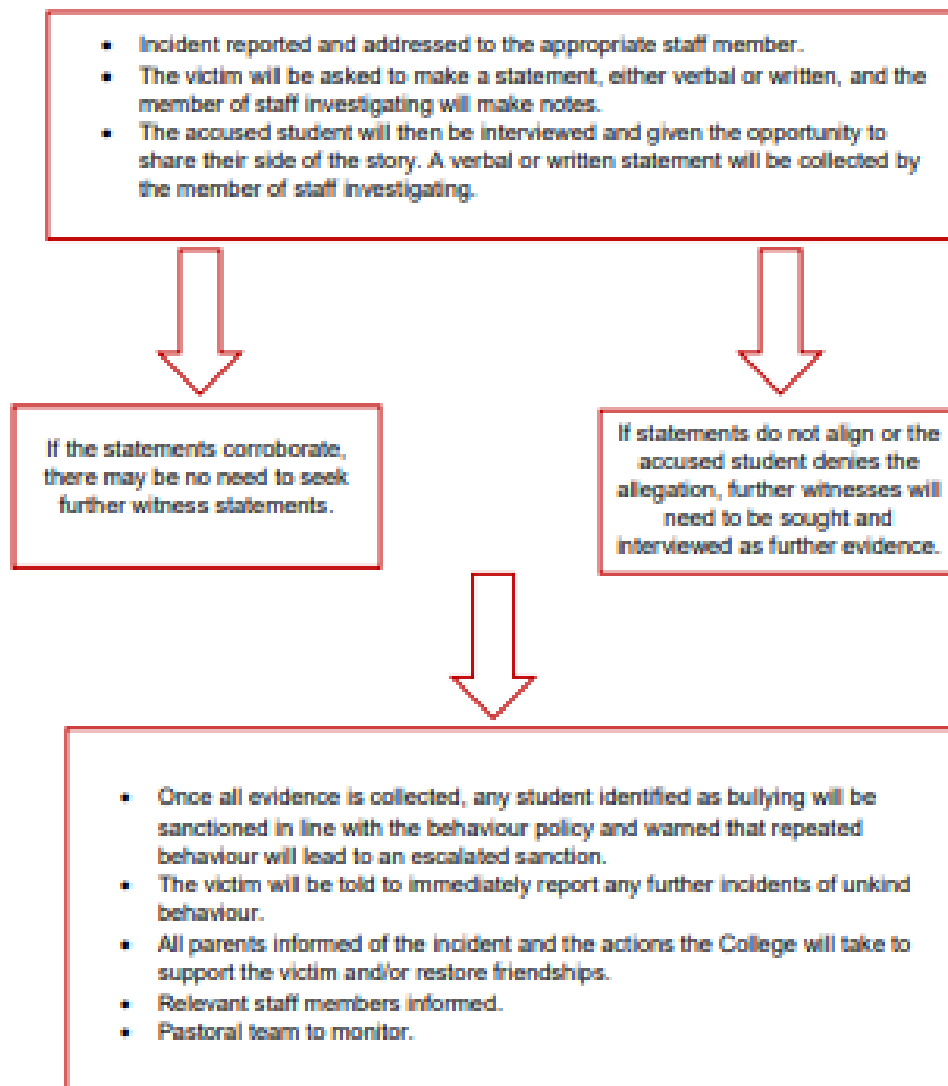
The DfE says that, "exceptionally failure to take disciplinary steps to combat harmful behaviour outside the school might breach the school's common duty of care." Legal Services advise that schools can take disciplinary action against students for incidents that occur outside of school. However there is a limitation to what a school can investigate and be held accountable for beyond the site and as part of school time and therefore we aim to work with parents and carers to ensure children are safe and happy.

Evaluating our policy:

We will evaluate our anti-bullying policy using any of the following measures:

- The number and types of incidents that are reported to staff over a given period.
- Students' perceptions of bullying in College through structured discussions in class time.
- Annual Student and Parent Questionnaires.
- College Parliament Meetings.
- The number of complaints that we receive from parents.
- Other feedback from key stakeholders within the College community.

APPENDIX A - INVESTIGATORY FLOWCHART



Support:

During an investigation, it is possible that the alleged victim will feel vulnerable, particularly at breaks, lunchtimes and the end of school. They will be offered a safe space that they may wish to go to with selected friends or on their own for a period of time. The Pastoral team will also check in with them regularly. The accused student may also be offered support to reduce the risk of repeating behaviours.

APPENDIX B - advice for supporting targets of bullying

Advice to students:

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

- *Remember that your silence is the bully's greatest weapon.* Tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.
- Know that you do not deserve to be bullied, and that it is **WRONG**.
- If bullied in person, stay with a group of friends/people. There is safety in numbers.
- Fighting back will make things worse. Talk to a teacher or parent/carer.
- If bullied through the use of technology, save or take a screenshots of the offensive material and show it to someone who will help you - ideally your parents in the first instance.

What can you do if you know that someone is being bullied?

- **TAKE ACTION.** Watching and doing nothing makes you a bystander and potentially complicit in the bullying. Ensure you follow our 'Safe Spaces' steps and talk to a trusted adult, or report anonymously via the Speak Out button on the website, if you believe saying something will put you in immediate danger.
- Tell an adult **IMMEDIATELY**, you can do this anonymously in the ways detailed above. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not accept, or pretend to accept a bully's behaviour, even if they are a friend.

Advice to parents:

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend College, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Inquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a target of bullying behaviour, we thank you for informing the College immediately. Your concern will be taken seriously, investigated and appropriate action will follow.
- It is important that you advise your child not to fight back, as fighting back can make matters worse.
- Reassure your child that the situation is not their fault.
- If cyber-bullying occurs outside College hours involving students, contact the College. We are committed to dealing with such incidents in order to demonstrate our commitment to eradicating bullying amongst the College community. Please assist the College by not allowing your child access to apps and information below the age rating for these technologies and support them in appropriate use if they are above the minimum age.