Anti-Bullying Policy

Reviewed:
January 2024

To be reviewed:
January 2026

We Pray
We Care
We Achieve

MISSION
Statement

All policies and procedures are underpinned by our School Mission Statement:

WE PRAY

As a community with Christ and with the teachings of the Gospel at our centre, shown in the things we do and in the ways we worship together.

WE CARE

For everyone in our school community, respecting them as individuals created by God and recognising and celebrating talents and successes. We see caring for others in the world outside of our school as part of our Christian responsibility.

WE ACHIEVE

The best we can in all aspects of school life by learning in lessons, succeeding in examinations and committing to extra-curricular activities.

St. Matthew's
Roman Catholic High School

SEEK YE FIRST THE KINGDOM OF GOD

We **Pray** · We **Care** · We **Achieve**

Policy

All policies and procedures are underpinned by our School Mission Statement;

- We pray as a community with Christ and with the teachings of the Gospel at our centre, shown in the things we do and in the ways we worship together.
- We care for everyone in our school community, respecting them as individuals created by God and recognising and celebrating talents and successes. We see caring for others in the world outside of our school as part of our Christian responsibility.
- We achieve the best we can in all aspects of school life by learning in lessons, succeeding in examinations and committing to extra-curricular activities.

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Introduction

This is important: to get to know people, listen, expand the circle of ideas. The world is crisscrossed by roads that come closer together and move apart, but the important thing is that they lead towards the Good. - Pope Francis

Our unwavering commitment is to create a nurturing, compassionate, and secure environment for all students, ensuring they can learn in a space where happiness prevails, and they are free from the specter of bullying.

Bullying, in any form, is a disruptive behaviour affecting everyone; it is not tolerated within the walls of our school. The Anti-Bullying Policy serves as a guide for our school community, articulating our stance on bullying and the actions that will be taken in case of its occurrence. It is imperative that students, staff, and parents share a common understanding of bullying and are aware that incidents will be addressed promptly and effectively.

Key Staff Responsibilities for Anti-Bullying:
- Behavior and Pastoral Care Leads: Mr Passarello and Mr Gorey
- Child Protection / Welfare Team: Mrs Lennon, Mr Latham and Mrs Ross
- SENDCO: Mrs Holt
- Designated Safeguarding Lead: Mrs Lennon
- Other key contacts: Heads of Year, Student Welfare Leaders

Definition of bullying:

The Anti-Bullying Alliance define 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 online." Any form of bullying will be addressed according to our behaviour system.

We vigilantly monitor and track incidents in our school to identify emerging pastoral concerns, maintaining robust records.

Forms of bullying:

Bullying can manifest in various ways, including:
- Verbal bullying (name-calling, sarcasm, taunting, teasing, spreading rumors, etc.)
- Psychological / Emotional bullying (excluding, tormenting, hiding things, making gestures, etc.)
- Physical bullying (pushing, kicking, hitting, spitting, or any other use of physical violence)
- Cyber-bullying (via social media, messages, or calls, misuse of associated technology and sending/requesting youth-produced sexual imagery)

Bullying types:

Bullying may occur without apparent reason, but it often falls into specific types such as:
- Bullying based on body image
- Faith-based bullying
- Racist bullying
- Homophobic bullying
- Bullying related to SEND or disability
- Sexist/Gender bullying
- Ageist bullying

All forms of bullying are unacceptable and will not be tolerated.

Signs and symptoms of bullying:

Consider the following indicators when assessing whether a child may be experiencing bullying:
- Fears walking to or from school
- Unwillingness to use school/public bus
- Changes in routine or route to/from school
- Unwillingness to attend school
- Truancy
- Withdrawal, anxiety, or lack of confidence
- Complaints of morning illness
- Torn clothes or missing/damaged personal items
- Loss of appetite
- Bullying other children or siblings
- Fear of expressing concerns
- Improbable excuses for the above
- Fear of using the internet or mobile phone
- Nervousness when receiving a cyber-message

St. Matthew's response to bullying allegations:

Our protocol includes:

- Immediate action on incidents with regular monitoring of affected children and behavioral changes.
- Ensuring the child's statement is taken in a comfortable and safe environment.
- Statements from accused perpetrators (separately) and any witnesses.
- Recording a clear account of the incident by the Year Leader/Pastoral Manager, documented in the school's bullying log.
- Facilitating mediation and implementing restorative resolutions by experienced staff.
- Regular communication with parents/carers.
- Appropriate sanctions for perpetrators.
- Follow-up interventions, evaluation of effectiveness, and further action if necessary.
- Addressing the wider school community to convey our stance on bullying.
- Upholding Catholic values in all responses to incidents.
- Monitoring victims and guiding them to seek help if needed.

Reporting and recording incidents of bullying:

Considerations include:

- Encouraging pupils to report bullying confidentially using various methods. However, if pupils' safety is at risk, confidentiality cannot be guaranteed.
- Recognizing that parents often report bullying; staff are trained in dealing with concerns, and parents should understand the steps taken and how to escalate concerns.
- Recording all incidents of bullying, adhering to equality policies, and monitoring their impact. Eliminating potential disability-related harassment under the **Disability Discrimination Act 1995.**

Data collection enables St. Matthew's to:

- Manage individual cases effectively.
- Monitor and evaluate the effectiveness of strategies.
- Target resources/support where needed most.
- Celebrate anti-bullying efforts.
- Demonstrate defensible decision-making in case of a complaint.
- Engage and inform multi-agency teams, as necessary.
- Record incident date and type.
- Record school actions and impact.
- Note bullying as a factor in non-attendance.
- Examine exclusion data related to bullying.
- Examine transfer and admission data (due to bullying/harassment).

Monitoring and review of policy:

Our school reviews this policy annually, assessing implementation and effectiveness. All members of the school community are involved in the review, and consultation occurs about necessary changes.

The annual review evaluates success indicators such as:

- Willingness to report bullying incidents.
- Relationship to other school policies.
- Improved attendance.
- Improved achievement.
- Reduced frequency of bullying incidents.

Anti-bullying policy in relation to other school policies:

- Behavior Policy: The school's behavior policy outlines strategies and sanctions for staff, including direct reference to incidents of bullying.
- Safeguarding Policy: In case of a bullying disclosure, staff consider Child Protection and Safeguarding issues.
- Child on Child Abuse: The child on child abuse policy contains additional information related to bullying as a form of abuse amongst peers.

Useful information for Parents/Carers:

The law: Some forms of bullying are illegal and should be reported to the police, including violence, theft, repeated harassment or intimidation, hate crimes/revenge crimes. Call 999 if immediate danger is present.

Schools and the law: By law, all state schools must have a behavior policy preventing all forms of bullying among pupils. Teachers, pupils, and parents must be informed of this policy.

Anti-discrimination law: Schools must follow anti-discrimination law, acting to prevent discrimination, harassment, and victimization.

Reporting bullying: Students should report bullying to the school or someone they trust if it happens outside school. Police should be informed if bullying involves a crime.

Police: Anyone can complain to the police about bullying. For cyberbullying, record the date and time of the incident.

Bullying is also incuded in our documentation on "Child on child abuse". More information can be found in our "Safeguarding child protection" policy. Essentialy, child on child abuse is:

Child-on-child abuse

KCSiE defines child-on-child abuse as abuse between children. The school has a zero-tolerance approach to abuse, including child-on-child abuse.

All staff will be aware that child-on-child abuse can occur between pupils of any age and gender, both inside and outside of school, as well as online.

All staff will be aware of the indicators of child-on-child abuse, how to identify it, and how to respond to reports. All staff will also recognise that even if no cases have been reported, this is not an indicator that child-on-child abuse is not occurring. In fact, schools must assume it is happening and ensure pupils are aware of how to report incidents of child-on-child abuse.

All staff will speak to the DSL if they have any concerns about child-on-child abuse. All staff will understand the importance of challenging inappropriate behaviour between pupils and will not tolerate abuse as "banter" or "part of growing up". Child-on-child abuse can be manifested in many ways, including:

- Bullying, including cyberbullying and prejudice-based or discriminatory bullying.
- Abuse in intimate personal relationships between peers – sometimes known as 'teenage relationship abuse'.
- Physical abuse – this may include an online element which facilitates, threatens and/or encourages physical abuse or by standing.
- Sexual violence – this may include an online element which facilitates, threatens and/or encourages sexual violence.
- Sexual harassment, including online sexual harassment, which may be standalone or part of a broader pattern of abuse. Causing someone to engage in sexual activity without consent.
- The consensual and non-consensual sharing of nude and semi-nude images and/or videos.
- Up-skirting.
- Initiation and hazing-type violence and rituals, which can include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element.
- By standing – although not taking part in the bullying, may show the perpetrator that they support them by being there.
- Cyber-bullying including but not limited to name calling using social media and other online platforms, creating groups where abuse takes place, sharing inappropriate material about someone without their consent, creating videos of gifs about someone that all parties would identify with that person, even if they are not named directly, and using social media platforms such as Tik Tok, Instagram and Snapchat to exclude or talk about someone in their absence.
- Exclusion – where someone is deliberately excluded or ostracised from a group.
- Racially motivated name calling.

St. Matthew's
Roman Catholic High School
VOLUNTARY ACADEMY

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EMMAUS
CATHOLIC ACADEMY TRUST

DIOCESE OF SALFORD

OUR MISSION

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