

# St Thomas of Canterbury Catholic Multi Academy Trust Anti-Bullying Policy



Approved by: Standards Committee: Spring 2018

To be reviewed: Spring 2020

## **Ethos and Mission Statement**

The Mission of St Thomas of Canterbury Catholic Multi Academy Trust is:

We are committed to providing a safe and secure environment where every child is encouraged to reach their full potential with regard to their spiritual, moral, social, cultural, academic and personal qualities. The aim is that all children will grow in self-confidence and become responsible and caring members of society and develop a life-long love of learning.

We aim to instil British Values by making decisions together, developing an understanding that rules matter, ensuring individual liberty and promoting mutual respect and tolerance.

We intend that our delivery of the curriculum reflects these aims, through continuous evaluation of all that is done in school.

The mission requires equality of opportunity and the co-operation of all stake holders in the Catholic Multi Academy Trust to foster a Christian atmosphere and an inclusive Catholic Community.

To achieve these aims we endeavour to:

Pray with and for each other.

Show consideration and care for others.

Treat others as we would like to be treated ourselves.

Support each other in our journey of Faith.

## **Introduction**

Bullying is not condoned at any school within the Trust and all schools take a strong stance on any forms of bullying. The aim of the Trust is to foster self-discipline in the interests of safety, good order and in consideration of the rights of other pupils. We continuously strive to ensure that everyone in our school communities is treated with dignity and respect. Each person in our school communities is entitled to develop their full potential with positive regard to gender, ethnicity, disability, culture and religious background.

There is no such thing as acceptable bullying. Children have the right to expect that they will not be bullied at school and we seek to provide a safe, caring and protective environment for all of our children.

At St Thomas of Canterbury Multi Academy Trust we see bullying to be:

“The willful desire to hurt, threaten or frighten someone by either physical or verbal means. Bullying results in pain and distress to the victim.”

- it can be short-term or can continue over a long period of time.
- it can be physical, verbal or even just a **look**.
- it can be overt or subtle.

We do not consider bullying to be:

- an isolated incident
- a falling out
- a “one off” disagreement

Bullying can take many forms; it can be:

- Cyber: being cruel to others by sending or posting harmful material using technological means (e.g.: e-mail, social networking, chat rooms, forums, message boards, phones, webcams, gaming)
- Emotional: being unfriendly, excluding, intimidating, tormenting
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of or focusing on the issue of sexuality
- Verbal: Name calling, sarcasm, spreading rumours, teasing

We believe this policy relates to the following legislation:

- Children Act 1989
- School Standards and Framework Act 1998
- Education Act 2002
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011

The following documentation is also related to this policy:

- Cyberbullying: Supporting School Staff (DCSF)
- No Place for Bullying (Ofsted 2012)
- Preventing and Tackling Bullying - Advice for School Leaders, Staff and Governing Bodies (DfE)

- Safe from Bullying: Guidance for Local Authorities and Other Strategic Leaders on Reducing Bullying in the Community (DCSF)

We acknowledge the School Standards and Framework Act 1998 that clearly states that all schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils.

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that are connected with this policy.

### **Aims & Objectives**

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.
- To work with other schools to share good practice in order to improve this policy.
- To keep up to date with any essential training in regards to strategies to support an anti-bullying culture (e.g. Challenging Homophobic, Biphobic and Transphobic Bullying and Cyber Bullying))

### **Strategies for Dealing with Bullying-Keeping Children Safe**

It should be remembered that the whole purpose of any action taken by staff against pupils who bully is to enable all pupils to come to school and to enjoy a happy and secure environment. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated.

All staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understands that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying.

If bullying does occur

- Pupils are encouraged to find the help of an adult they trust and to stay where there are plenty of other pupils about and where an adult can see them.

- In the first instance, staff will deal with incidents of alleged bullying in the classroom and then report instances of alleged bullying to the Head Teacher who will take action where deemed necessary. This may include discussing with the whole staff or an individual teacher, establishing additional strategies to overcome the difficulties caused by bullying and discussing with those pupils involved within a peer group support approach. Parents may also be contacted at this stage.
- Record all incidents of bullying in order to identify and address persistent offenders.(Any incidents must be recorded in detail on CPOMS with action taken clearly identified)

Pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against the school's mission and the school rules.

Pupils who have bullied need to know that these actions are not tolerated and should find ways to make amends through negotiation and discussion with the staff of the school.

If bullying persists:

- The bully, or groups of bullies, will be withdrawn from the playground or classroom for a period of time and their parents will be informed of the action that has been taken.
- Their behaviour will be monitored for a period of time so as to enable the school and home to work together to overcome problems. This will be recorded in detail on CPOMS.
- Ultimately, an exclusion from school may be given if the bullying behaviour does not stop.

## **Responsibility for the Policy and Procedure**

### **Role of the Directors and Governing Body**

The Board of Directors will not condone any bullying and has:

- appointed a members of staff to be responsible for promoting positive pupil behaviour;
- delegated powers and responsibilities to the Headteacher to eliminate all forms of bullying, to keep records of all incidents of bullying and the different types of bullying;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- responsibility for the effective implementation, monitoring and evaluation of this policy

## Role of the Headteachers

Under Section 157 of the Education and Inspections Act 2006 the Headteacher has a duty to encourage good behaviour, the respect for others and to prevent all forms of bullying among pupils.

Therefore, the Headteachers will:

- implement this policy;
- ensure that all school personnel are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
- ensure school personnel have a clear understanding of the extent and nature of bullying that may take place in school;
- ensure that personal and social education curriculum and the religious education curriculum helps to deal with anti-bullying;
- investigate all reported incidents of bullying;
- ensure that all pupils understand that bullying is wrong;
- ensure that all parents are aware of this policy and that we do not tolerate bullying;
- raise awareness of bullying with pupils, parents, school personnel and governors on the grounds of protected characteristics;
- consult with pupils and parents to identify the extent and nature of bullying in the school;
- inform parents of any incident of bullying and how it has been dealt with;
- ensure school personnel report and record incidents of bullying;
- keep records of all incidents of bullying;
- use records of incidents effectively to track pupils through school;
- keep records in a central log in order to build up a picture of concerns of individual pupils and in identifying patterns of behaviour;
- support any pupil who has been bullied;
- encourage any bully to change their behaviour;
- impose sanctions on any pupil who continues to bully;
- consider permanent exclusion in the most serious incidents of bullying;
- work closely with external agencies to support pupils who experience bullying;
- ensure effective supervision is in place between lessons, break times and lunchtimes;
- work with the wider community to deal with bullying that takes place outside school;
- deal with any form of bullying that takes place to and from school;
- proactively work with the police, parents/carers and the local community to help reduce local tensions;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- ensure that the school takes part in an anti-bullying week;

## Role of School Staff

School staff will:

- comply with this policy;
- be aware of the signs of bullying in order to prevent bullying taking place;
- report all incidents of bullying;

- investigate all reported incidents of bullying;
- take all forms of bullying seriously;
- make sure that all pupils know what to do if they are bullied;
- encourage pupils to report any incidents of bullying to any member of the school personnel;
- support any pupil who has been bullied;
- raise awareness of the wrongs of bullying through personal and social education and religious education;
- use preventative strategies such as circle time and buddy systems;
- undertake the appropriate training;
- implement the school's equality policy;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community in line with HR Policy

### Role of Pupils

Pupils must:

- be aware of and comply with this policy;
- report if they are being bullied;
- report if they see someone being bullied;
- discuss ways of preventing bullying;
- treat others, their work and equipment with respect;
- talk to others without shouting and will use language which is neither abusive nor offensive;
- support the school Home/School Agreement (if appropriate) and guidance necessary to ensure the smooth running of the school;
- take part in questionnaires and surveys

### Role of Parents and Carers

Parents must:

- be aware of and support this policy;
- report to the school any concerns they have of their child being bullied;
- be assured that the school will deal with all incidents of bullying;
- be assured that they will be informed of incidents and will be involved in discussions;
- support the school Home/School Agreement and guidance necessary to ensure smooth running of the school

### Records

- Records will be kept in a uniform and systematic way.
- All reported incidents of bullying are investigated, dealt with and recorded.
- Records will be kept of all incidents as well as specific types of bullying and their outcomes.
- All incidents are categorised according to the protected characteristics which gives a clear picture of patterns of behaviour over each term / academic year.

- Records of incidents will be used to effectively track pupils through school;
- Records will be kept in a central log in order to build up a picture of concerns of individual pupils and in identifying patterns of behaviour;
- Parents are informed of all events and what actions have been taken.

### Raising Awareness of this Policy

We will raise awareness of this policy via:

- the school website
- school events
- meetings with school staff
- communications with home such as newsletters
- reports such as termly Headteacher reports to the Governing Body and Standards Committee

### Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

### Monitoring the Effectiveness of the Policy

The practical application of this policy will be reviewed bi-annually or when the need arises by the Headteachers.

<b>Chair of Standards Committee:</b>	Mr M Doherty	<b>Date:</b>	Spring 2018
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