

Ref: Anti-Bullying
Approved by Governors: November 2020
Reviewer: H Nolan/November 2022

ANTI BULLYING POLICY



Governing Body Approval

Policy approved by:

_____ (NAME)
_____ (SIGNATURE)
_____ (GOVERNOR POSITION)
_____ (DATE)

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Purpose of Policy

Blessed Trinity has a duty of care towards its pupils with regards to bullying in that the Headteacher and staff are in loco parentis (in place of the parents). This duty of care includes protecting pupils from harm of bullying.

Blessed Trinity RC College has a legal obligation to:

- i) promote the well-being of pupils in school
- ii) develop a policy which encourages good behaviour and respect for others on the part of pupils and, in particular preventing all forms of bullying amongst pupils
- iii) establish procedures for dealing with complaints about bullying

This policy should also be viewed in relation to the School's other policies, in particular the *Behaviour Policy* and *Equality Policy*.

A statement of values and principles

Our anti-bullying policy recognises that all individuals have the right to succeed to the best of their ability. We aim to create an ethos in which attending school is a positive experience for all members of our community. We work to provide an environment where all are encouraged to develop as responsible moral adult citizens with a living faith and have a clear understanding of their duties as Christians. We are a community that values and practises tolerance, respect and concern for others. We want all members of our community to be encouraged to flourish regardless of their colour, faith, gender or sexual orientation. We work to deal with bullying effectively and to support both the victims of bullying and bullies to help them change their attitudes and behaviour.

School Definition of Bullying Behaviour

Bullying behaviour within Blessed Trinity is defined as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

BTRCC believes bullying can be one or a number of the following:

- i) Emotional bullying- such as taunting, spreading hurtful rumours, being forced to do things against own will and excluding people from groups
- ii) Online bullying – such as offensive text messaging and e-mailing or sending degrading images by phone or the internet
- iii) Physical bullying - such as kicking, hitting, pushing or other forms of physically abusive behaviour
- iv) Verbal bullying – name-calling, taunting, mocking, making offensive comments or teasing
- v) Racist bullying – racial taunts, graffiti or gestures
- vi) Sexual bullying – unwanted physical contact or abusive comments
- vii) Homophobic bullying – any hostile or offensive action against lesbians, gay males or bisexuals or those perceived to be lesbian, gay or bisexual.

The behaviour constitutes bullying if:

- i) it is repetitive, wilful or persistent
- ii) it is intentionally harmful, carried out by an individual or a group
- iii) there is an imbalance of power leaving the person who is being bullied defenceless.

It should be noted that not all intentional abuse of power is bullying and there is a need to be aware of the distinction between bullying and isolated acts of aggression.

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Blessed Trinity Statement of Intent

Blessed Trinity is a Catholic community where everyone should be recognised as a unique individual. We believe everyone has a right to learn in an atmosphere that is free from fear, harassment or humiliation.

All reported cases of suspected bullying will be taken seriously and all pupils will be listened to. All members of our community have a responsibility to ensure we do not abuse or bully others. Everyone should be encouraged to seek support in school if they are worried about bullying and we all need to work together to protect vulnerable individuals from bullying and other forms of abuse.

We also believe that people have the right to the opportunity to say sorry for their actions and are given the chance to reform.

This policy applies to all members of Blessed Trinity; it takes account of child to child, adult to child and child to adult bullying behaviour. All adults have a responsibility to act under their duty of care.

Responding to Bullying Behaviour

The school has a clear procedure for dealing with bullying behaviour (see *Anti-bullying Procedure* in the appendix).

BTRCC will record all instances of reported bullying on the *Bullying Concern Form* (see appendix). These will be held on pupils' files and in the school's central bullying log.

The school bullying log will detail all cases of bullying behaviour at Blessed Trinity. This log will be monitored regularly (at least once every half-term) by Ms Nolan.

All pupils are encouraged to talk about and report bullying when it exists.

This can be done:

- By emailing anti-bullying@btrcc.lancs.sch.uk
- By using the anti-bullying log on your pupil homepage (desktop icon).
- By completing a *Bullying Concern Form* – found in all form rooms, Pupil Reception and the Library.
- By talking to any adult in school.
- By talking to a pupil anti-bullying ambassador.
- By telling your friends.

Useful Guidance for Pupils and Parents

If you are being bullied:

Remember it is not your fault.

- i) Try to stay calm and look as confident as you can.
- ii) Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

After you have been bullied:

- i) All bullying is wrong and you do not have to stay silent about it.
- ii) Tell an adult or somebody you trust about what has happened straight away. Adults in school have a responsibility to give you help and support around bullying.
- iii) If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- iv) Keep on speaking until someone listens and does something to stop the bullying.

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When talking to an adult about bullying be clear about:

- i) What has happened to you.
- ii) How often it has happened.
- iii) Who was involved.
- iv) Who saw what was happening.
- v) Where it happened.
- vi) What you have done about it already.

If you experience bullying by mobile phone, text message or any other form of cyber bullying:

- i) Do not retaliate or reply.
- ii) Save the evidence; do not delete anything.
- iii) Make sure you tell an adult you trust.
- iv) Contact your service provider or look at their website to see where to report incidents. (An adult may need to help you with this.)
- v) Be careful to whom you give your mobile phone number or any contact address.
- vi) Make a note of exactly when a threatening message was sent.

Further information on where to seek help can be found in the appendix.

General Guidance for Parents – please refer to the *Anti-bullying Procedure* as to how the incident should be dealt with.

If your child has been bullied:

- i) Calmly talk with your child about his/her experiences.
- ii) Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- iii) Reassure your child that he/she has done the right thing to tell you about the bullying.
- iv) Explain to your child that should any further incidents occur he/she should report them to an adult in school immediately.
- v) Contact school to make an appointment to see either your child's form tutor or year leader.
- vi) Explain to the member of staff the problems your child is experiencing.

When talking with members of staff about bullying:

Try to stay calm and bear in mind that the member of staff may have no idea your child is being bullied or may have heard conflicting accounts of an incident.

- i) Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- ii) Make a note of what action the school intends to take.
- iii) Ask if there is anything you can do to help your child or the school.
- iv) Stay in touch with the school and let them know if things improve as well as if problems arise

If your child is displaying bullying behaviour towards others:

- i) Talk with your child and explain that what he/she is doing is unacceptable and makes others unhappy.
- ii) Discourage other members of your family from using bullying behaviour or from using aggression or force to get what they want.
- iii) Show your child how he/she can join in without bullying.
- iv) Make an appointment to see your child's form tutor or year leader to discuss the problems your child is experiencing as well as discussing how you can work together to stop them from bullying others.
- v) Regularly check with your child as to how things are going at school.

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- vi) Give your child lots of praise and encouragement when he/she is co-operative or kind to others.

Procedures for Dealing with Complaints

If you are not satisfied that matters have been resolved you should follow the following guidelines:

- i) Check with the school's *Anti-bullying Policy* and procedures to see if agreed steps are being followed.
- ii) Make an appointment to discuss the matter with a senior member of staff and keep a record of the meeting.
- iii) Make an appointment to discuss the matter with the Headteacher and keep a record of the meeting.
- iv) If this does not help you may write to the Chair of Governors explaining your concerns.

Supportive Measures for Pupils, Parents and Staff

The school has adopted a range of strategies to prevent and reduce bullying. We aim to raise awareness of bullying, support victims and also those displaying bullying behaviour.

Strategies used to promote anti-bullying behaviour include:

- i) An anti-bullying email account – anti-bullying@btrcc.lancs.sch.uk
- ii) Anti-bullying week.
- iii) Pupil anti-bullying ambassadors.
- iv) PSHE/ Citizenship curriculum and collapsed timetable days
- v) Restorative Justice
- vi) School Council
- vii) Assemblies.
- viii) Staff anti-bullying ambassador co-ordinators, college counsellor, nurture staff and restorative justice mentors.
- ix) Support from relevant outside agencies.

Sanctions

Reported incidents of bullying must be taken seriously and dealt with thoroughly. It is important to be sure incidents are resolved and do not continue. It may not be possible to establish what really happened. Each case will be examined on an individual basis. As a Catholic school we want all pupils to experience justice and reconciliation. This means that those who have been victims must feel supported and safe in school. Those who have been displaying bullying behaviour must be able to say sorry and be given chance to face up to the effect their behaviour has had on others. Any sanctions imposed will depend on the frequency or severity of bullying. Any incident involving exclusion will follow the normal procedures sanctioned by the Headteacher.

Monitoring the Anti-bullying Policy process

This policy and procedure will be updated and evaluated where necessary, annually by the whole school. The views of pupils, parents and staff will be taken into account to update and improve the policy. On an annual basis the Senior Leadership Team and Governors will analyse the school's anti-bullying data, identifying trends and evaluating the effectiveness of anti-bullying strategies.

Limits of the Policy

The provisions of this policy will be applicable in relation to behaviour outside school on school business (for example school trips, sports fixtures, work experience etc), and also where there is a clear link between the behaviour and the maintaining of good order and discipline within the school. In appropriate circumstances, the provisions of the policy will extend to cover the conduct of pupils when they are not on college premises and not under the control or supervision of a member of staff.

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Organisations that can offer support:

The Anti-bullying Alliance (ABA): the Anti-bullying Alliance brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

Beatbullying: A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, *Beatbullying* have developed a cyber-mentors peer support programme for young people affected by cyberbullying.

Kidscape: A charity established to prevent bullying and promote child protection. It offers advice to young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

Childline

www.childline.org.uk

Bullying Help

www.youngminds.org.uk/bullying

Bullying Advice

www.bullying.co.uk

Kooth: free, safe and anonymous online support for young people.

<https://www.kooth.com>