

St JOHN FISHER CATHOLIC COMPREHENSIVE SCHOOL



Anti- Bullying Policy

The Mission statement:

St. John Fisher Catholic Comprehensive School inspires students, spiritually and educationally forming them through Faith so that they can achieve their aspirations and contribute to their community.

Date of Policy: January 2016
Date of Ratification: January 2016
Date of Review: 25th April 2021
Next Review: 25th April 2023

Changes highlighted in yellow

Owner: Miss T Chapman

This policy should be used in conjunction with the school's:

Behaviour for Learning Policy
Child Protection Policy

Anti- Bullying Policy Mission Statement

St John Fisher Catholic School is committed to providing a caring, friendly and safe environment for all members of the school community, in line with the schools ethos and mission statement, and its commitment to the Catholic faith. Bullying of any kind is unacceptable at our school and the school will do its utmost to minimise all forms of bullying. Bullying can be an individual or group action and all members of the school community should be able to report incidents of bullying, and be confident that all such reports will be dealt with promptly and effectively.

This policy aims to ensure that everyone within the school community feels safe and secure and are comfortable reporting any incidents that may leave them feeling otherwise.

Aims

To ensure that all staff, students and parents/ carers understand what bullying is.

To ensure that all staff, students and parents/ carers are aware of the procedures for dealing with incidents of bullying.

To ensure that all members of the community feel confident that they will be supported when reporting incidences of bullying.

To ensure that support is offered to all involved in incidences of bullying.

Introduction

Bullying is an intentional and frequent act of aggression, aimed at causing harm to another person who cannot easily defend themselves. Bullying takes place over a period of time and can take place in variety of relationships, between any members of the school community. It can include incidents of a racial, sexist, homophobic nature or against those with disabilities, and can take many different forms.

Definition of Physical Bullying

Physical bullying is acts of physical violence against a person on more than one occasion. This may include hitting, kicking, pushing or punching.

Definition of Verbal Bullying

Verbal bullying may include, taunting, threatening, sarcasm, use of unwanted nicknames, spreading rumours, repeating hurtful comments or name calling on more than one occasion.

Definition of Emotional and Social Bullying

These may include purposely excluding people from groups and being unfriendly, tormenting and spreading rumours on more than one occasion. It can also include threatening gestures, threats, interfering in a relationship between peers in order to cause hurt and damaging personal property.

Definition of Sexual Bullying

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Unwanted physical contact or sexually abusive comments. We understand that children are capable of abusing other children and take all matters seriously. Please see our Child Protection Policy for more information on sexual violence and harassment.

Definition of Technological (cyber) Bullying

Bullying behaviour via text, email or any form of social media platform, including Zoom and Microsoft Teams.

Other forms of bullying

Bullying can also be based on:

- Religion or beliefs
- Culture or class
- Gender
- Sexual Orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- SEN or disability

Bullying can occur in the following situations/ at the following times:

- Travelling to and from school
- In school at any time where there is no staff supervision
- In the toilets
- In lessons
- On the internet, on social media platforms or platforms such as Microsoft Teams or Zoom

Prevention

The school believes that prevention is better than cure. The school works to educate students on the effects of bullying and cyber bullying through its PSHRE programme, assemblies and pastoral care.

Reporting Incidences of Bullying

As a school we urge students, staff and parents to report any incidences of bullying. Reporting bullying will allow the school prevent further incidents and offer the appropriate support to both the victim and the bully.

Procedures

In the event of bullying:

- The victim should report incidents of bullying to any member of staff.
- Where serious incidents of bullying occur, parents will be informed and asked to come in for a meeting to discuss the problem.

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- The bullying behaviour or threats of bullying behaviour will be investigated and dealt with and, if necessary and appropriate, police will be consulted.
- Identified bullies and victims will receive support from the school, and if relevant, external agencies.
- Bullies are subject to the school sanction system which includes detentions, periods of time in our internal exclusion unit (IEU) and fixed term exclusions. The nature of the sanction will depend on the severity of the incident.
- Records of the incident and outcomes will be kept via **Behavue**.

Bullying Outside of School Premises

Members of the school community should be aware that incidences of bullying that occur outside of school premises but impact on students academic and emotional wellbeing in school will be investigated and sanctioned by the school in line with the policy set out above. This includes incidents whilst travelling to and from school and any incidents of cyber bullying.

Responsibilities

School Leadership

- To support staff and students in tackling incidents of bullying across the school.
- To ensure that students are educated on bullying and its consequences through the PSHE program and, where appropriate, subject lessons.
- To ensure that the anti- bullying policy is adhered to by all staff.
- To ensure that appropriate records are kept.

Staff

- To maintain a safe and welcoming environment within their classrooms and monitor behaviour to ensure bullying is recognised.
- To ensure that all incidents of bullying are reported to the relevant departments, for example Pastoral Care Leaders (PCL's) and **Heads of Year (HoY's)**.
- PCL's and **HoY's** are to work together to investigate any incidents reported and, where needed, work with the **Assistant Headteacher for behaviour** to put appropriate strategies and sanctions in place.

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Students

- To ensure that their behaviour adheres to the school ethos of respect for themselves and for others.
- To report any incidents of bullying that they may witness to staff members.
- To refrain from becoming involved or repeating any gossip or unpleasant rumours regarding others.
- To use any social media applications, including Zoom and Microsoft Teams, that they access outside of school appropriately.

Parents

- To report any concerns of bullying to the school and allow the school to deal with the matter at hand.
- To monitor their child's usage of social media and ensure that it is not being used in an inappropriate manner.