

# **Holy Family Catholic High School**



## **ANTI - BULLYING POLICY**

**Policy Date: December 2015**  
**Interim review date: September 2017**  
**Review Date: December 2018**

## THE HOLY FAMILY CATHOLIC HIGH SCHOOL ANTI BULLYING POLICY

The School Council have been consulted on the Anti Bullying policy and have recommended some significant changes to the policy so that it supports the young people at Holy Family Catholic High School Carlton.

### **What is bullying?**

**"Bullying is a repetitive nastiness towards another person, it's tormenting people repeatedly, putting misery in someone's life, impacting on someone, through verbal, mental, physical and through social media." Student Council November 2017.**

**Our students are clear that bullying is a deliberate and repeated action- it's not falling out with friends. It is a repeated action by a student to deliberately hurt someone.**

The Holy Family Catholic High School seeks to create an environment that is "safe, caring, challenging and enjoyable". As a Catholic, Christian and caring community we should "love one another". In the words of our code of conduct we should "show consideration to each other at all times"

Our belief is that every pupil at Holy Family School is entitled to an education free from harassment, humiliation, oppression or abuse: physical, verbal, psychological in person or through other means such as social media. Bullying if left unaddressed can have a devastating effect on individuals.

### **How do we stop bullying at Holy Family Catholic High School Carlton?**

**Student Council recommend that as a school:**

- 1. We are open and talk about the issue**
- 2. As a community we are all aware of the issues**
- 3. Treat each other as we would like to be treated**
- 4. We offer support to the victim and the bully**
- 5. Forgiveness is important but so is a sanction so that it does not happen again**

## THE HOLY FAMILY SCHOOL APPROACH TO ANTI-BULLYING

It is this school's belief that a positive, pro-active approach is the most effective means of preventing bullying. This approach encourages the safe environment where a person is being bullied, or a person is aware that another is being bullied, is willing to share worries, problems, feelings or concerns. The safe environment will be achieved by:

### **We are open and talk about the issue**

- through the curriculum
- through assemblies and tutorial time
- through the pastoral system
- through resources and displays

### **As a community we are all aware of the issues**

- through evidence of a clear commitment to tackling bullying by the school
- including when they find themselves as bystanders
- by involving pupils in supporting others who have been bullied

### **Treat each other as we would like to be treated**

- by giving a meaningful apology – written or verbal **so that individuals and the community can see a difference in a student's behaviour**
- exploring reasons for the bullying
- the bully to recognise and feel concerned about the hurt caused

### **We offer support to the victim and the bully**

- work with the bully to change behaviour
- parental involvement
- Resolving issues that protects the child and reinforces the value of good behaviour at home.

### **Forgiveness is important but so is a sanction so that it does not happen again**

- detention
- good behaviour contract
- loss of breaks or lunchtimes
- on report
- adult supervision at breaks and lunchtimes
- internal exclusion
- fixed term or permanent exclusion

### **Raising Self-Esteem**

- through the celebration of successes and achievements
- the development of personal and social skills

### **The development of a flexible approach to the needs of pupils**

- through the adequate and appropriate training of staff in dealing with the issue of bullying
- through the use of a range of strategies when responding to the victim and the bully
- by responding to the needs of staff, parents and pupils

### **Evaluating our school policies**

- the acceptable use policy for computers

## **ANTI BULLYING PROCEDURES – What do we do?**

Bullying is not acceptable. It is the school's intention that all instances of bullying will be investigated by:-

- Staff investigating listen to those involved
- Interviews related to incidents are calmly conducted with all those involved questioned and notes made.  
We have an anti-bullying co-ordinator, Mrs Louise Williams, who offers support and counselling to all parties.
- Appropriate conclusions are arrived at by negotiation with all concerned. In order to modify a bully's behaviour and attitude, long term, all parties must be involved. This may involve a meeting of all parties and appropriate apologies being made
- Notifying parents if the incident requires this
- Providing feedback to all parties of the outcome
- Sanctions, where appropriate, depend on the facts revealed and the seriousness of the incident. Bullying is not acceptable. Any sanction applied will be fair, consistent and reasonable. The safety and the motivation of the perpetrator will be considered. Where possible, there should be a positive outcome.
- Open discussion on the difference between people e.g. on our Equality Day and at other times when relevant.
- Our language in school mirroring acceptance of all people by all staff and students.
- By using specialist skilled staff to support school to help staff understand the needs of our students with special educational needs and or disability and lesbian, gay, bisexual and transgender (LGB&T) pupils.
- Working with all agencies and the wider community to tackle bullying that is happening outside school.
- Acknowledging the power of forgiveness, healing and reconciliation
- All incidents being followed up some time later (two to three weeks) and those involved are briefly asked for an update
- Reporting the statistics to Governors annually

## **Legal background**

Our policy is underpinned by the Education and Inspections Act 2006. Section 89 of the Act states that maintained schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. The Equality Act 2010 which covers, age, disability gender reassignment, pregnancy and maternity, race, religion or belief sex and sexual orientation requires public bodies to have due regard to eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act, advance equality of opportunity between people who share a protected characteristic and people who do not share it and foster good relations between people who share a protected characteristic and people who do not share it.

In addition Part 6 of the Act makes it unlawful for the governing body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it educates pupils, or the provision it makes or by excluding a pupil or subjecting them to any other detriment.

Under part 3 of the Children and Families Act 2014 schools must ensure that students with special educational needs engage in the activities of the school together with children who do not have special educational needs.

## **Safeguarding children and young people**

When there is a reasonable cause to suspect that a child is suffering or is likely to suffer significant harm, a bullying incident should be addressed as a child protection concern under the Children Act 1989. If this is the case the school will liaise with their designated safeguarding lead and that of our local authority. This links to part 1 of Keeping Children Safe in Education, working together to safeguard children.

## **Criminal Law**

Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003 and the Public Order Act 1986- some types of behaviour could be a criminal offence e.g. under the Malicious Communications Act 1988 any person who sends an electronic communication which conveys a message which is indecent or grossly offensive. A threat, or information which is false and known or believed to be false by the sender is guilty of an offence if their purpose in sending it was to cause distress or anxiety to the recipient.

## **Bullying outside the school premises**

School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside local shops, or in a town or local village.

Where bullying outside school is reported to staff, school investigatory procedures are instigated. The headteacher may consider whether or not it is appropriate to involve the police. If the behaviour could be criminal or poses a serious threat to a member of the public, the police are always informed.

### **What is bullying behaviour?**

Bullying is "going out of your way to annoy, hurt or make someone unhappy" (Discussed and agreed by pupils in Years 7-11)

This behaviour could be an individual or a group, repeated over time to intentionally hurt another individual or a group. It can take many forms (cyber bullying via text messages, social media or gaming, which can include the use of image and video) and can be motivated by prejudice against particular groups e.g. race, religion, gender, sexual orientation, special educational needs or disabilities or because a child is adopted, in care or has caring responsibilities.

Our first approach would always be to ensure the physical safety of our students. We recognise that emotional bullying can have a significant impact on pupils as can low level disruption, the use of offensive language, banter and horseplay.

### **Cyber bullying**

Cyber- bullying is a different form of bullying and can happen at all times of the day. Mobile phones are not allowed at our school in order to safeguard students during school hours. Should a student bring a phone to school and we have reasonable grounds to suspect that it contains evidence in relation to an offence, then the device will be given to the police and parents informed.

The school is concerned with incidents of bullying that might occur

- continuously or occasionally
- in lessons or at break times and lunchtimes
- in the dining hall and on the school field
- before or after school
- while pupils are involved in extra-curricular activities

This policy, produced in June 2000, and revised in July 2005 is the work of a focus group established to review the school's Anti-Bullying Policy. Representatives of the following groups were invited on to the group: parents, teachers, TAs, Governors, Educational Welfare Services and Behaviour Support Services.

Pupils in years 7 to 11 were involved in the consultation. This policy was reviewed in September 2017, including government advice July 2017. This policy has been further reviewed by the School Council in the Autumn Term 2017.

The policy is available to all parents via the school website.

*Peter A. Neil*

Signed  
Chair of Governors  
Date: 07/12/2015

Signed  
Headteacher  
Date: 07/12/2015

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Next Review due: December 2018