

# THE HOLY FAMILY CATHOLIC HIGH SCHOOL



## ANTI-BULLYING POLICY

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**“You shall love your neighbour as yourself” – Mark 12:31**

Created by students: Chris C, Neave M, Ella S, Rebecca W, Annie B,  
Freddie C, Bea H, Darcy-Mae A and Fabio N.

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## **ANTI-BULLYING POLICY AIM:**

This policy has been created by the students for the students and the school community.

This policy has been made to protect students from the influence of bullying behaviour and to make a safer working environment for students.

This policy is used to help educate students on the impacts of bullying behaviour in and outside the school premises through both physical and digital interactions.

As a faith school, we have a strong view of treating everyone with respect, care and dignity. It is important that we celebrate equality, diversity and inclusion and we ensure that our school has supportive systems in place.

We have certain procedures to assist those who suffer from bullying behaviour and to help educate the perpetrators. Our aim is to help the perpetrators to understand the influence they have and to take responsibility for their actions.

We aim to educate students on bullying and prejudice in PHSE and to expand the understanding and recognise symptoms of bullying behaviour in and outside of school.

**Our school has a clear Behaviour Policy, which outlines expected behaviour across our school and provides guidance on the school code of conduct which you will find here:**

<http://www.holyfamilycarlton.org/wp-content/uploads/2022/11/policy-behaviour.pdf>

## **WHAT IS BULLYING BEHAVIOUR?**

The Diana Award defines bullying behaviour as “repeated, negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.” We see this as “bullying behaviour” as opposed to labelling an individual as a “bully”. This provides the person displaying the bullying behaviour the chance to alter their behaviour. We will adopt this terminology to foster the mind-set that we can change our behaviour.

Bullying behaviour can take place in school, online or outside of school. Schools have the legal right to discipline “bullying” behaviour, which happens outside of the school grounds.

**For more information about the definition of bullying behaviour, please refer to the following link:**

<https://www.antibullyingpro.com/support-and-advice-articles/definitions-and-types-of-bullying-behaviour>

Definition of bullying categories and hate crime

### **DEFINITION OF BULLYING**

Bullying behaviour can come in many forms which may fall into the categories below however, this does not include all examples and experiences of bullying behaviour.

**Physical:** Punching, kicking, pushing, tripping, hitting or using any other form of violence against a victim, including stealing.

**Indirect/Emotional:** Being deliberately unkind to or tormenting a victim. Spreading rumours.

**Verbal:** Name-calling, ridiculing, or using words to attack, threaten or insult another person.

**Sexual:** Unwanted physical contact or sexually abusive comments.

**Cyberbullying:** Emotional or verbal unkindness over the Internet, usually on social media platforms.

**Types of hate incident:** Sometimes bullying behaviour can fall under the category of hate crime where an individual's protected characteristics are targeted in a nasty way.

**Race/Ethnicity:** Any incident which is perceived to be racist by the victim or any other person based on ethnic origin, skin colour, nationality, culture or language.

**Disability/SEN:** Any incident perceived to be able-ist (discrimination against people with disabilities)

**Gender Identity:** Any incident perceived as based on their gender.

**Sexual Orientation:** Any incident motivated by the victim's sexuality

**Cyber Bullying:** Bullying behaviour which happens online or using technology.

**Outside of School:** Bullying behaviour outside of the school grounds.

**For more information about the definition of bullying behaviour, please refer to the following link:**

<https://www.antibullyingpro.com/support-and-advice-articles/definitions-and-types-of-bullying-behaviour>

## **CRIMINAL LAW**

Bullying in itself is not a specific criminal offence in the UK, it is important to understand that some types of harassing or threatening behaviour, or communications could be a criminal offence. For example under the Public Order Act 1986- the Malicious Communications Act 1988- the Protection from Harassment Act 1997 and the Communications Act 2003 – these are in place to protect people from being grossly offended, threatened, or false information being spread by the sender. The Malicious Communications Act 1988, makes it an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety. If any behaviour falls under a criminal offence act, the school will take the appropriate action needed. This would include anything that breaks a law from discrimination, violence, abuse and so forth.

**For more information about criminal law and bullying behaviour, please visit the following website:**

<https://www.kidscape.org.uk/advice/advice-for-adults-working-with-children/bullying-and-the-law/>

### **SIGNS AND SYMPTOMS OF BULLYING BEHAVIOUR**

A pupil may indicate that he/she/they are being bullied, by the way that they behave. If you become aware of these signs, please tell a member of staff and they will be investigated. Students being bullied may exhibit one or more of the examples below:

- Unwilling to go to school or begins truanting.
- Can become easily distressed.
- Becomes withdrawn, anxious, or lacking in confidence; is frightened to say what is wrong.
- Changes in usual routines.
- Exhibits signs of self-harm or a significant decline in wellbeing.
- Becomes aggressive, disruptive or unreasonable; is bullying others.
- Is frightened of walking to or from school and wants to be driven.
- Standard of school work starts to decrease.

If you notice any of the above, please contact the safeguarding team or a member of the senior leadership team.

**For more information about signs and symptoms, please refer to The Diana Award information page by clicking on the link:**

<https://www.antibullyingpro.com/resources/10-signs-your-child-might-be-being-bullied>

### **RAISING AWARENESS**

It is important that students are aware of bullying behaviour as an issue, as it affects everyone at some point in their lives.

**We can raise awareness through:**

- The curriculum- Personal, Health and Social Education Programme.
- Assemblies and tutorial time.
- Pastoral systems.
- Resources and displays.

**We can respond to bullying by:**

- exploring reasons for the bullying
- the bully needs to recognise and feel concerned about the hurt caused
- seeking an apology – written or verbal
- work with the bully to change behaviour
- detention
- parental involvement
- good behaviour contract
- loss of breaks or lunchtimes

**BY-STANDERS AND UP-STANDERS**

Up-standers do their best to support and protect their peers. They help people who are being bullied. Some of the things you can do as an up-stander are to tell a trusted adult, distract or change the subject.

On the other hand, by-standers are people who see the bullying happen, but don't do anything to stop it. They usually pretend to ignore what is happening, laugh along with the bullying, and/ or encourage the bullying behaviour.

**For more information, please refer to The Diana Award information page by clicking on the link: [Anti-bullying Resources \(antibullyingpro.com\)](http://antibullyingpro.com)**

**WORKING WITH PARENTS/CARERS**

When bullying behaviour is committed/suspected, parents/carers will be told and asked to take action with their child if they are being bullied or are bullying others.

When bullying behaviour is evident, parents/carers are informed for the safety of their child. Bullying is an important matter and should not be dismissed. If a student

is bullying another student, they will be given a chance to apologise. If they apologise but continue with this behaviour, parents will be informed.

### **WHAT IS THE PROCEDURE FOR RESPONDING TO ALLEGATIONS OF BULLYING BEHAVIOUR?**

- Staff investigate and listen to both sides of the story
- Interviews are held, related to the incident
- The school's priority is to provide support to the victim and the bully by giving forgiveness and the chance to heal
- Appropriate consequences/sanctions are given according to the situation.

Please refer to the situational procedures below

- All situations are monitored to see if the situation has changed
- All incidents are logged onto the school's behaviour and safeguarding system

You can report bullying to any member of school staff. If unsure please speak to a member of the Safeguarding:

Mrs D Mitchell, Mrs M Selway, Mr K Sweetman, Mr J Wadsworth, Mrs Ferris,  
Mrs Williams

### **SITUATIONAL PROCEDURE:**

The procedure below will depend on each individual situation, the staff member managing the situation will follow the scale on page 9:





### **BLACK BEHAVIOUR ACTIONS**

This is a criminal offence or an incident of abuse/hate crime.

The police will be informed.

Parents/guardians will attend a meeting with school and those appropriate to attend.

Student will be suspended pending investigation

### **RED BEHAVIOUR ACTIONS**

If an incident occurs that falls into the red behaviour action category, it would be a serious bullying incident which has long- term affects on those involved or a recurrence of previous bullying behaviour

#### **Repercussion:**

- C3 OR C4- during the day or an after-school detention.
- Conversation regarding actions and apologies to the other person.
- Parents/carers will be invited into school for a meeting.
- Watch a video and complete a worksheet, which links to the situation. The staff member will choose the resources appropriate for the situation.

### **AMBER BEHAVIOUR ACTIONS**

If an incident occurs that falls into the amber behaviour action category it could be an incident of bullying which may have short term effects.

#### **Repercussion:**

- C3 OR C4- during the day or an after-school detention.
- Conversation regarding actions and apologies to the other person.
- A message will be sent home to inform the parent or carer.
- Watch a video and complete a worksheet, which links to the situation. The staff member will choose the resources appropriate for the situation.

### **YELLOW BEHAVIOUR ACTIONS**

If an incident occurs that falls into the yellow behaviour action category, it could be an isolated incident but not a black category action.

For example: Student A calls Student B a nasty name which hurts their feelings.

#### **Repercussion:**

- C1 – A verbal warning from staff member or C2 –a logged warning from the staff member.
- Conversation regarding actions
- Apology to the other person.

**THE HOLY FAMILY CATHOLIC HIGH SCHOOL  
INCIDENT REPORT REGARDING ALLEGED BULLYING**

**Date of Incident:**  
**Investigated by:**

**Time:**

**Reported by:**

**Location of Incident:**

**Alleged victim(s)** (Name & Form):

**Alleged Perpetrator(s)** (Name & Form):

**Description of Incident** (*Tick as appropriate & note full account below*)

Verbal [    ]      Physical [    ]      Psychological [    ]      Other [    ]

**Action Taken:** (*Tick as appropriate & note details below*)

Alleged Victim(s) interviewed [    ]    Written accounts by all [    ]

Alleged Perpetrator(s) interviewed [    ]    Pastoral Lead informed [    ]    Witnesses interviewed [    ]

Parents informed [    ]    Follow up date [    ]

**Outcome:**

## **MONITORING OF THE POLICY**

The students will monitor this policy every year in conjunction with the Safeguarding team which will include reviewing strategy and analysis of bullying incidents to inform suggestions for PHSE content.

## **COMPLAINTS PROCEDURE:**

There may be times where parents, students and carers feel that the policy has not been followed or is unclear. If parents and carers have any complaints or concerns about the policy or, questions related to it, they can contact the school through the enquiry email: [enquiry@holyfamilycarlton.org](mailto:enquiry@holyfamilycarlton.org)

Parents can also contact school if they have any concerns about changes in their child's behaviour that may be linked to symptoms of bullying behaviour

## **EXTRA SUPPORT**

**Childline:** 0800 1111 <https://www.childline.org.uk/get-support/>.

**The Diana Award:** <https://www.antibullyingpro.com/support/> and <https://diana-award.org.uk/our-programmes-and-initiatives/anti-bullying/> .

**The Diana Award Help Messenger:** Text DA to 85258

If you are a young person in the UK and need support you can use The Diana Award Crisis Messenger, which provides free, 24/7 crisis support across the UK – simply text **DA** to **85258** and trained volunteers will listen to how you are feeling and help you think through the next step towards feeling better. For more support services, check out The Diana Award's Support Services for a list of helpful organisations.

**The NSPCC:** <https://www.nspcc.org.uk/>

**School support:** We also have support in school through our wellbeing and safeguarding teams, form tutors and pastoral leaders. We educate our students on various topics on bullying and prejudice in PHSE lessons to expand understanding and help recognise symptoms of bullying behaviour in and outside of school.