

# **The Holy Family Catholic High School**

## **ANTI-BULLYING POLICY**

**2023/2024**



“Treat others just as you want to be treated”.

**Luke 6:31**

Created by our Student Council

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#### ANTI-BULLYING POLICY AIM:

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

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

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 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 ensure our school has supportive systems in place.

We have certain procedures to assist those who suffer from bullying behaviour for the victims of it and to educate those who have done the false actions to help them understand the influence they have and to take responsibility and face the consequences.

We aim to educate students on various topics on bullying and prejudice in PSHCE to expand the understanding and recognise symptoms of bullying behaviour in and outside of school. Which will be later explained through this letter on the symptoms of bullying on people.

**Our school has a clear Behaviour policy which outlines expected behaviour across our school and provides guidance over 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.” It is seen as ‘bullying behaviour’ because it gives the bully the ability to change their behaviour and not labelled as a bully forever. We will adopt this terminology to foster the mindset that we can change our behaviour.

Bullying behaviour can take place in school, online or outside of school. School has the legal right to discipline 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

Bullying behaviour can come in many forms which may fall into the categories below however this does not include other examples and experiences of bullying behaviour. The bullying behaviour must be repeated actions and consistent to follow under the bullying categories:

- **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.

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

- **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 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 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. These signs should be made aware of and be investigated. Examples are when the pupil:

- Is unwilling to go to school or begins truanting.
- Can become easily distressed.
- Becomes withdrawn, anxious, or lacking in confidence; is frightened to say what's wrong.
- Changes their usual routines.
- Has 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.
- Has a significant decline in wellbeing or signs of self-harm.
- Standard of schoolwork starts to decrease.
- Gives any excuse to not come to school.

If you notice this about a student, please contact the safe guarding 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 pupils are aware of bullying behaviour as an issue, as it affects everyone at some point in their lives.

<b>We can raise awareness through:</b>	<b>Responding to bullying:</b>
The curriculum- Personal, Health and Social Education Programme.	Exploring reasons for the bullying
Assemblies and tutorial time.	The bully needs to recognise and feel concerned about the hurt caused.
Pastoral systems.	Seeking an apology – written or verbal
Resources and displays.	Work with the bully to change behaviour.
	Parental involvement

#### 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; 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 \(antibullyingpro.com\)](https://antibullyingpro.com)**

#### WORKING WITH PARENTS/CARERS

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

When bullying behaviour is performed parents/carers are informed for the safety of their child. Bullying is an important matter and shouldn't be dismissed or put to the side. If a student is bullying another student, they will be given a chance to apologise. If they apologise but continue with this behaviour a call home will be made to parents.

#### WHAT IS THE PROCEDURE FOR BULLYING BEHAVIOUR?

**The procedure for bullying behaviour is:**

- 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 punishment is given according to the situation please refer to the situational procedures below.
- All situations are followed up some weeks later to see if the situation has changed.
- All incidents are recorded to keep note of former bullying behaviour.

A few members of staff you could talk to are:

#### **Senior leadership team:**

To contact the team below please contact the school reception.

Mrs D Mitchell, Mrs S Bainbridge, Mrs M Selway, Mr D Devlin, Mr K Sweetman, Mr J Wadsworth

#### SITUATIONAL PROCEDURE:

The procedure followed will depend on each individual situation, the staff member managing the situation will follow the scale provide:



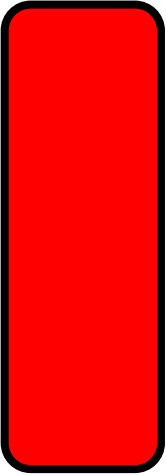
##### **BLACK BEHAVIOUR ACTIONS**

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

The police will be informed and follow guidelines from authority.

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

Student may face a fixed term suspension.

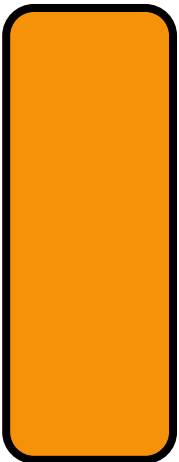


##### **RED BEHAVIOUR ACTIONS**

If an incident occurs that falls into the yellow behaviour action category it would be a serious bullying incident which has long- term affects on those involved.

##### **Repercussion:**

- C3 OR C4- during the day or an after-school detention.
- Conversation with member of staff regarding their 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 recourses appropriate for the situation.

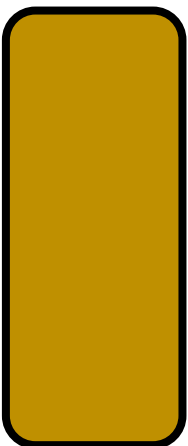


##### **AMBER BEHAVIOUR ACTIONS**

If an incident occurs that falls into the yellow 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 with member of staff regarding their 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 recourses 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 is not a criminal offense or abuse/hate crime.

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 with member of staff regarding their actions
- Apology to the other person

## INCIDENT REPORT REGARDING ALLEGED BULLYING

<b>Date of Incident:</b>	<b>Time:</b>	<b>Investigated by:</b>
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<b>Reported by:</b>	<b>Location of Incident:</b>
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**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 along with the SLT team:

- Looking over and updating it every year.
- Going through complaints and adding what we missed.
- Going through it with the safeguarding leads.

## COMPLAINTS PROCEDURE:

For this concept there will be times where parents, students and carers may feel that some of the rules of the policy may not have been met during certain situations of bullying or there could be times of miss understandings of the policy. If parents and carers have any complaints or concerns about the Policy or questions related to it they can contact the school through the school website <http://www.holyfamilycarlton.org/> or contact through mobile phone or other contacts to school.

This link can be also used to express parents' concerns in changes in their child's behaviour that could link to symptoms of bullying behaviour and will allow us to settle the concerns in school in terms of safety of the child in and outside the school premises.

## 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 teachers, staff members, hub members and our safeguarding team. We educate are students on various topics on bullying and prejudice in PSHCE to expand the understanding and recognise symptoms of bullying behaviour in and outside of school. Which will be later explained through this letter on the symptoms of bullying on people.