



## **ANTI-BULLYING POLICY**

### **1 MEMBER OF STAFF RESPONSIBLE:**

- 1.1 Mrs W Parker, Assistant Headteacher, Personalised Learning and Inclusion
- 1.2 Mrs S Richardson Assistant Headteacher, Student Learning

### **2 NOMINATED GOVERNOR:**

- 2.1 Mrs Anne Hardy, Chairman

### **3 This policy has been written with the following documents as support:**

- 3.1 Model Anti-bullying policy from NCC
- 3.2 SEAL (Social and Emotional Aspects of Learning) – both national and Northumberland Strategies
- 3.3 Guidance from 'Kidscape' [www.kidscape.org.uk](http://www.kidscape.org.uk)
- 3.4 Safeguarding Children in Education/DFES/September 2004
- 3.5 Every Child Matters: Change for Children/December 2004

### **4 This policy should be considered alongside other related policies in school:**

- 4.1 Behaviour Policy
- 4.2 Core Studies
- 4.3 Sex and Relationships
- 4.4 Drugs Awareness
- 4.5 Health and Safety
- 4.6 Cultural equality/diversity
- 4.7 Acceptable use of Technology

### **5 RATIONALE**

- 5.1 St Benet Biscop Catholic High School believes that all of our young people have a fundamental right to be protected from harm, learning in a safe and secure environment.
- 5.2 The aim of the anti-bullying policy is to ensure that all members of the community learn and work in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will students be able to fully benefit from the opportunities available at St Benet Biscop Catholic High School.

### **6 WHAT IS BULLYING?**

- 6.1 Bullying is the use of aggression with the intention of hurting another person.
- 6.2 Bullying results in pain and distress to the victim. It is deliberately hurtful behaviour, repeated over a period of time.
- 6.1 Bullying can be:
  - 6.4 Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
  - 6.5 Verbal name-calling, sarcasm, spreading rumours, teasing, reference to home life and status
  - 6.6 Physical pushing, kicking, hitting, punching or any use of violence
  - 6.7 Racist racial taunts, graffiti, gestures
  - 6.8 Sexual unwanted physical contact or sexually abusive comments
  - 6.9 Homophobic because of, or focussing on the issue of sexuality
  - 6.10 Cyberall areas of internet such as email & internet chat room misuse
  - 6.11 Mobile threats by text messaging & calls



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- 6.12 Misuse of associated technology, i.e. camera & video facilities
- 6.13 Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

**7 OBJECTIVES OF THIS POLICY**

- 7.1 To make all of our school community aware that bullying will not be tolerated.
- 7.2 As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- 7.3 All governors, all staff, students and parents should have an understanding of what bullying is and the sensitivity that will be required when dealing with bullying
- 7.4 All governors and all staff should know what the school policy is on bullying and follow it when bullying is reported.
- 7.5 All students and parents should know what the school policy is on bullying and what they should do if bullying arises.

**8 IMPLEMENTATION**

- 8.1 The following steps may be taken when dealing with incidents:
- 8.2 All students will be encouraged to report bullying incidents to staff
- 8.3 The incidents will be recorded by the member of staff dealing with it and if necessary the Head of Learning will be involved. The form tutor will also be kept informed
- 8.4 All incidents of bullying will be kept on a central database (a termly return to County is required) - this will be reviewed termly and if necessary used to inform any changes to our policy and/or procedures
- 8.5 In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- 8.6 The bullying behaviour or threats of bullying must be investigated and all necessary steps taken to stop the bullying
- 8.7 If necessary and appropriate, police will be consulted
- 8.8 Students who *have been bullied* will be supported by:
- 8.9 offering the opportunity to discuss the experience with a form tutor or member of staff of their choice
- 8.10 reassuring the student and offering continuous support for as long as necessary
- 8.11 referral to any external agencies if necessary either through parents, school nurse and/or Connexions
- 8.12 Students who *have bullied* will be helped by:
- 8.13 discussing what happened
- 8.14 discovering why the student became involved
- 8.15 establishing the wrong doing and need to change
- 8.15 informing parents or guardians to help change the attitude of the student

**9 OUTCOMES**

- 9.1 All incidents of bullying will be recorded and logged through the school incident reporting system
- 9.2 The bully (bullies) may be asked to genuinely apologise.
- 9.3 In serious cases, suspension or even exclusion will be considered



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- 9.4 If possible, the students will be reconciled
- 9.5 After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 9.6 Any images or comments that are stored on mobile phones or posted on the internet or in any way stored digitally will be deleted by the person who holds them
- 9.7 Students will be made aware of the legal implications of some forms of bullying (eg cyber bullying) – this will be communicated to students through assemblies and core studies as legislation is frequently updated in this area.

**10 MONITORING, EVALUATION AND REVIEW**

- 10.1 The school will review this policy annually and assess its implementation and effectiveness.
- 10.2 The policy will be promoted and implemented throughout the school.