ANTI-BULLYING POLICY

Mission Statement

Guided by truth, respect and compassion; we share in building upon every individual's foundation, nurturing a love of learning in preparation for tomorrow's society, with Jesus at the heart of all we do.

Governing Body with Responsibility	Full Governing Body
Agreed by Governors on	24.5.22
Chair's Signature	BByrne
Staff Member Responsible for Review	Headteacher
Date for Review	24.5.24

A Community Working Together Against BULLYING

What is bullying?
Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is, therefore:
- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include but is not limited to:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Links to legislation
There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):
- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- Keeping Safe in Education 2021

What is the School's Position?

The Sacred Heart Catholic Primary School DOES NOT tolerate bullying and we will do all we can to prevent bullying in the first place. In our Behaviour Policy, bullying is included as a serious misbehaviour. We deal with any situations as they arise and will listen to and help any pupils affected. All reports of bullying will be taken seriously, recorded by the member of staff to whom they are reported and appropriate action taken. Sanctions as identified in the school's behaviour policy will be used.

All staff are aware of the following:

- Mission Statement.
- Home-School Agreement.
- The school rules.
- The Children's e-Safety Charter.
- E-Safety information for parents, school staff and children.

Anti-Bullying Strategies

- A classroom ethos which promotes respect for the Individual and reflects the Sacred Heart's mission statement.
- Adults setting an example by practising basic good manners and a culture of mutual respect.
- Vigilance by all adults, pupils and parents in the school.
- Positive Behaviour Policy implemented by all staff.
- E-Safety and safe and responsible internet use taught across the school the school.
- The Home-school Agreement signed by all pupils and parents.
- Opportunities in class during Personal, Social and Health Education + Citizenship lessons as well as assemblies are used throughout the school year to raise the issue of anti-bullying.

Roles and responsibilities

The Governing Body

The Governing Body will review this anti-bullying policy in conjunction with the headteacher and monitor the policy's effectiveness, holding the headteacher to account for its implementation.

The Headteacher

The headteacher is responsible for reviewing this anti-bullying policy in conjunction with the Governing Body.

The headteacher will

- Ensure that the school environment promotes anti-bullying strategies and that staff deal effectively with bullying.
- Monitor how staff implement this policy to ensure that incidences of bullying are dealt with promptly and consistently.
- Report to/meet with parents/carers as necessary.

- Investigate and keep records of all reported incidents of bullying.
- Report to Governors, when requested, on the effectiveness of the policy.
- Ensure the health, safety and welfare of all children in the school.

Senior Leaders
Senior leaders will
- Investigate and keep records of all reported incidents of bullying.
- Report to/meet with parents/carers as necessary.

Teachers and Support Staff
All staff are responsible for:
- Implementing the anti-bullying policy consistently
- Recording and reporting bullying

Parents
Parents are expected to:
- Discuss any behavioural concerns with the class teacher promptly
- Attend meetings arranged by senior leaders or the headteacher to discuss their child's behaviour

Pupils
Pupils are expected to
- Report any incident of bullying immediately to a member of staff.
- Treat other people kindly and fairly and never bully others.
- Report if they are bullied.
- Report if they see others bullied. If they do not, they are covering up for the bully.
- Never make derogatory comments or tease people about any aspect of their person, gender, background, sexual orientation, culture or faith.

Children can report bullying to any member of staff. Any reports will be dealt with promptly, confidentially and sensitively.

Dealing with reports of and incidents of bullying
The following steps will be taken when dealing with all incidents of bullying reported to the school:
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The school will provide support for the person who has carried out the bullying and for their family if appropriate.

- The school will implement a program for the person who has carried out the bullying to address the issues which have caused the behaviour.
- The headteacher or in her absence, the deputy headteacher, will interview all parties involved.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- The school will inform other staff members, and parents/ carers, where appropriate.
- Sanctions (as identified within the school behaviour policy) will be implemented.
- in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's social care (if a child is felt to be at risk of significant harm).
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with the school's behaviour policy.
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying
- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
  - looking at use of the school systems;
  - identifying and interviewing possible witnesses;
  - Contact the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
  - Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
  - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law.
  - Requesting the deletion of locally-held content and content posted online if necessary.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:

- advising those targeted not to retaliate or reply;
- providing advice on blocking or removing people from contact lists;
- helping those involved to think carefully about what private information they may have in the public domain.

Vulnerable groups

At Sacred Heart we recognise that vulnerable children are at greater risk of being bullied and at greater risk of not being able to communicate this. The guidance on vulnerable pupils has changed to include references to tolerance of others and special educational needs (SEN) and disability on pages 11-12, of the [DfE Guidance on Anti Bullying July 2017](#)

Children with SEN or disabilities can often lack the social or communication skills to report incidents ...

Sacred Heart recognises that:

- **Some pupils are more likely to be the target of bullying because of the attitudes and behaviours some young people have towards those who are different from themselves**
- **Children with SEN or disabilities can often lack the social or communication skills to report such incidents so it is important that staff are alert to the potential bullying this group faces and that their mechanisms for reporting are accessible to all**

Peer on Peer Abuse

At Sacred Heart, we recognise in line with https://www.gov.uk/government/publications/keeping-children-safe-in-education--2021 that peer on peer abuse is a safeguarding concern. Abuse from a peer may come from someone who might be the child's friend, a child at school or another child they may know.

Abuse is something which usually physically or emotionally hurts another person by using behaviour that is meant to scare, hurt or upset that person. Peer on Peer abuse may feature as bullying, sexting, sexual harassment or abuse of power within a relationship. Abuse in any form is unacceptable and we will not accept abuse being passed off as 'banter' or 'just having a laugh'.

Sometimes, it can be hard for children to know when abuse is happening, because not all abuse will hurt, scare or upset a child, and they might not know it is happening. There are lots of different types of abuse. It is important that our children know what these types of abuse are so they know what to do if they see them.

At Sacred Heart school we will:

- Educate our children about peer on peer abuse through our PSHE programme and

assemblies
- We encourage our children to report concerns via trusted adults, including access to 'I wish my teacher knew' box and any trusted adults including our Family liaison officer.
- Identify whether the peer on peer abuse is bullying, which will be dealt with in line with our anti bullying policy or a safeguarding concern which may lead to a MASH referral and will be led by our Designated Safeguarding Lead.
- At Sacred Heart, we recognise that both the victim of peer to peer abuse and the alleged perpetrator will need support. This will need to be developed on the basis of the age and developmental stages of both victim and perpetrator, the needs and wishes of the victim, the nature of the allegations and risk of harm to other children.

Supporting Pupils who have been bullied

Pupils who have been bullied will be supported by:
- Reassuring the pupil and providing continuous support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).
- School leaders will carefully consider in each instance of bullying that is handled whether it is appropriate to split up the victim(s) and perpetrator(s), e.g. preventing them sharing classes or spaces where possible, and will split up other harmful group dynamics to prevent further occurrences where necessary.
- Staff, particularly the Family Liaison Officer/ELSA, will work with the victim to build resilience, e.g. by offering emotional therapy.

Supporting Pupils who are identified as having bullied
- The school will acknowledge that bullying may be an indication of underlying mental health issues. The school will work with the perpetrator regarding any underlying mental health or emotional wellbeing problems. If necessary a 'risk and needs' assessment will be implemented to protect the victim, perpetrator, staff and all other pupils from future harm, in line with the safeguarding policy.
- Follow-up support
- The progress of both the perpetrator and the victim will be monitored by their class teachers. One-on-one sessions to discuss how the victim and perpetrator are progressing may be appropriate. If appropriate, follow-up correspondence will be arranged with parents after the incident.
- Pupils who have bullied others will be supported in the following ways:
- Receiving a consequence for their actions
- Being able to discuss what happened

- Being helped to reflect on why they became involved
- Being helped to understand what they did wrong and why they need to change their behaviour
- Appropriate assistance from parents
- Pupils who have been bullied will be assessed on a case-by-case basis and the Family Liaison Officer/Inclusion Lead/DSL will, if necessary, refer the victim of bullying to an outside agency for further support (e.g. CAHMs).

The progress of both the perpetrator and the victim will be monitored by their class teachers. One-on-one sessions to discuss how the victim and perpetrator are progressing may be appropriate. If appropriate, follow-up correspondence will be arranged with parents after the incident.

What can Parents do?
At Sacred Heart we acknowledge that, if parents and teachers work together, there is always something we can do. If you have any worries about your child in school, please discuss them with us. These are some of the signs which parents may notice and which may be signs of bullying.
- Being frightened or unwilling to come to school.
- Decline in standard of school work.
- Possessions damaged without explanation.
- Not sleeping or eating properly.
- Generally depressed and withdrawn.
- Displaying 'out of character' behaviour.

The first thing to do is to give your child an opportunity to talk and see if he or she will open up about a problem. Next, contact the school to discuss your worries with the class teacher. Don't worry if all you have is a concern that something may be wrong. The class teacher will talk to your child and any others who may be involved. Action will be taken and sanctions applied as necessary. The parents of bully(ies) and victim(s) will be informed.

If the situation persists, advice from the Borough's Behaviour Support Service may be sought. In extreme cases, particularly where persistent aggressive or premeditated behaviour is deemed physically, mentally or otherwise dangerous to others, school's exclusion procedures will be applied.

Links with other policies and documents

This anti-bullying policy is linked to the following policies and documents:
- Behaviour Policy
- Exclusion Policy
- Social Media Policy
- DFE Guidance Document - Preventing and tackling bullying; Advice for headteachers, staff and governing bodies July 2017 available here - https://www.gov.uk/education/school-bullying

- DFE Guidance Document - Sexual violence and sexual harassment between children in schools and colleges available here - https://www.gov.uk/education/safeguarding-pupils
- https://www.gov.uk/government/publications/keeping-children-safe-in-education--2021

Appendix 1 – Useful Links

Useful links and supporting organisations
- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying
- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-forchild-internet-safety-ukccis

Race, religion and nationality
- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com/
- Show Racism the Red Card: www.srtrc.org/educational

LGBT
- Barnardos LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harrassment and sexual bullying
- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying

- Practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-aboutbullying/sexual-and-gender-related

Note: Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)
- www.gov.uk/government/publications/preventing-and-tackling-bullying

Sacred Heart Catholic Primary School
Information for Parents – "Bullying"

What is Bullying?
Bullying is the wilful, conscious desire to hurt or threaten or frighten someone else through physical, verbal, emotional or psychological aggression. Bullying is manifested in many ways. Sometimes it involves hitting or kicking. But threats, teasing, and taunting are more common and often more damaging.

If your child knows someone who they think is being bullied encourage them to
- Not rush over and take the bully on.
- Let a teacher or adult know what's happening.
- Try to be a friend to the person being bullied.
- Refuse to join in.
- Ask for help.

If your child tells you they are being bullied encourage them to
- Remember they **can** do something about it.
- Remember it is not their fault.
- **TELL, TELL, TELL!**
- Practice what they want to say.
- Write down what is happening.
- Don't give up.
- Talk over what to do with a friend, a teacher, mum, dad, guardian, or someone they trust.
- Take control; tell us their views and opinions.

What Parents can do.
- Talk to your child and ask them to explain exactly who is causing the problem, what the problem is and when it is happening.

- Arrange to talk to your child's teacher. This is generally better at the end of the school day but obviously if your child is very distressed you may need to see someone at the start of the school day.

What the school will do.
- Your child's teacher will record your concerns and then inform a senior member of staff.
- A member of the leadership team will investigate your concerns.
- They will report back to you within a few days after they have had a chance to monitor and investigate the situation.
- If evidence of bullying is found the sanctions outlined in the Anti-Bullying Policy will be followed.

Bullying Incident Report

Section A: Alleged Bullying Incident			
Details of pupil who has been bullied			
Name –	Age -	Year Group -	Class -
Date of Incident -		Time of Incident -	
Location of Incident -			
Account of alleged bullying incident			

Reported by_____ Date _____

Reported to_____ Date _____

Reported to _____ (Senior leader)   Date _____

Investigated by _____

Date investigation completed _____

Outcome and future action

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Signed by Senior Leader _____ Date _____

Copy to files of all pupils involved

Record of Investigation of Alleged Bullying Incident

Accounts of Those Involved
Alleged perpetrator's account of the incident
Bystanders'/witness' accounts of the incident
Parents/carers of alleged perpetrator informed: Date: Time:
Details of immediate action taken:

Monitoring arrangements:
Details of follow up and longer term action to be taken:
Date of next meeting with parents/carers of perpetrator -

Signed by Senior Leader _____ Date _____

Copy to files of all pupils involved