

St Mary's CE High School

"Everyone is equal: Everyone deserves the best"

Anti-Bullying Policy

Date of Review: Autumn 2021
Date of next Review: Autumn 2024

"Our vision, as a school with a Christian ethos, is founded on The Parable of the Sower, where

***Through God's love, we are the rich soil where seeds flourish and roots grow,**
based on the Parable of the Sower, Mark 4: 3-9*

*This underpins our motto, **We believe everyone is equal, everyone deserves the best,** and is key to what we do. We believe that we are all equal, irrespective of our background and beliefs. We provide a safe, nurturing environment in which we can all flourish. We have the very highest aspirations for our students, their families, our local community, and ourselves, and want nothing but the best. We challenge students by having a rich and exciting curriculum provision and by making learning practical, engaging and enjoyable. We enable students to succeed by providing the best possible personalised support."*

Nicholas Simms – Head Teacher

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1. Introduction

1.1 Definition

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences”. (DfE)

1.2 Our Aim

At St Mary's CE High School, we look to eliminate all forms of bullying, educate our students on tolerance and keep records of all incidents of bullying and the different types of bullying that may occur in this school. Through strong pastoral care, we encourage good behaviour, respect and equality for all, with a zero-tolerance approach on any discrimination of ethnicity, race, gender, religion, disability, sexuality or background.

Bullying can have a profound effect on victims and can cause depression, anxiety and potential behavioural problems. We strive to give appropriate support to any victims of bullying and support in their recovery, whilst working hard to ensure that there is no recurrence of bullying incidents.

Instances of bullying that are reported will never be ignored and will always be taken seriously then dealt with swiftly. We will apply appropriate sanctions to those involved in bullying, whilst working with them to rectify this behaviour.

All reported incidents of bullying outside school will be investigated and acted on. We expect our students to uphold our high standards both inside and outside school. We educate our students on cyber bullying, mobile phone safety and to report anything that is not acceptable.

We aim to:

- Protect students from bullying as part of our responsibility to provide a safe, tolerant, and caring school for all children
- Develop our students into tolerant, accepting and respectful young adults
- Empower our students to identify and report bullying
- Have a peer support structure with trained Anti Bullying Ambassadors
- Liaise with stakeholders to review the School's Anti-Bullying policy when required

2. Expectations

2.1 Students

If you are being bullied, or you believe another student is being bullied, you must tell someone. This may be your Form Tutor, Student Manager, Year Lead, SLT or any adult in the school.

Students must:

- Be aware and comply with this policy.
- Follow the SMHS BfL policy and show consideration to others at all times.
- Avoid reacting to a bully in a violent manner.
- Keep calm and report the incident as soon as possible.
- Liaise with Student Voice to discuss ways of preventing bullying.
- Pledge not to be a bystander.
- Respect others and promote equality.

2.2 Staff:

Staff must be vigilant to all forms of bullying and report to the Year Lead and Student Manager immediately via email with factual detail about the issue.

Staff must:

- Report any instance of bullying to the Year Lead and record on CPOMs.
- Take all reports of bullying seriously.
- Recognise any situations that could reflect instances of bullying – children who appear tense or upset.
- Recognise if children who are being isolated in class or from friendship groups.
- Ensure that the School's equality ethos is enforced in all lessons.
- Encourage healthy discussion on bullying.
- Actively build a relationship with tutees in their form.
- Be aware of students unwilling to come to school, refusal to talk about the problem, being easily distressed, complaining about missing possessions.
- Do everything in their power to protect the victim following a disclosure (e.g. from any negative response by the bully or their friends).

2.3 Parents/Carers

The role of parents/carers is vital in supporting and reinforcing zero tolerance on bullying. Please encourage your child to report instances of bullying.

Parents/Carers must:

- Report any concerns about bullying.
- Work with, and support, the School to investigate and sanction bullying instances (follow the Home School Agreement) and be respectful and tolerant of others.
- Report to the School immediately if you have further concerns or a bullying problem appears to be continuing or resurfacing, whether that is about their own child or another.

3 Procedures

3.1 Educating

Incidents of bullying occur in most schools. However, with a proactive attitude, St Mary's CE High School is confident that incidents of bullying can be kept to a minimum and dealt with as soon as that arise with careful intervention.

The school has a comprehensive PSHE curriculum. PSHE lessons look at a range of matters which allow staff to educate our students on tolerance and acceptance. The school actively promotes a community ethos, with inclusion the key driving factor. These issues are also explored through the weekly Act of Worship programme.

Students are given the opportunity to become student leaders at the start of each Academic year, and many of these students chose to become an Anti-Bullying Ambassador. These students are given training on how to spot bullying, report it and be proactive to help stop it. Anti-Bullying Ambassadors, and other students, volunteer to be peer mentors to support some of our more vulnerable students to ensure that no child is left on their own.

The school actively celebrates Anti-Bullying week each year; with displays, debates, Acts of Worship and a whole school focus at tutor time to raise awareness. In addition, students are frequently educated on online safety, exploitation and other safeguarding concerns. Safeguarding of students and staff is at the centre of all that we do.

3.2 Preventing

All staff are trained on spotting any concerns and reporting them straight away. Staff are on duty from 8:00am – 3:15pm in and around the school. At breaks and lunchtimes, the school ensures that staff are on the corridors and playgrounds so that all areas are safely monitored by an adult.

- The school will log and record all different types of bullying centrally to monitor trends and intervene where necessary.
- Work is done with those found to have bullied someone to recognise that their behaviour is unsociable, and they are offered support to modify their behaviour.
- Efforts will be made to identify why a student has bullied and support offered to prevent reoccurrence.
- Good behaviour is encouraged and rewarded in and around school. Students are actively encouraged to do the right thing, even when no one is watching, and develop a strong moral compass.

3.3 Sanctioning

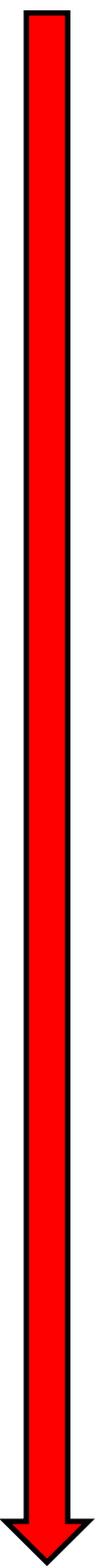
The school does not tolerate bullying. The Year Leads, Safeguarding Team and Student Managers work in conjunction to investigate any matter that arises.

- Action and support for the victim must be provided as quickly as possible. Often self-esteem sessions and counselling are offered immediately.
- The Year Leads/Student Manager must follow up the incident as quickly as possible, making sure that written statements are taken from the children concerned.
- The Year Leads should inform both sets of parents of the incident and of the action the school has taken. They should be offered the opportunity to come into school to discuss the situation.
- Counselling of the 'bully' and victim by appropriate personnel may involve outside agencies.
- The 'bully' and his/her parents/carers must understand the School's view of bullying and of the range of sanctions that may be imposed should there be a repeat. Any bullying will be dealt with in a strict and serious manner.

4 Monitoring, evaluating and review

The Governing Body will review this Policy every three years and assess its implementation and effectiveness. The Policy will be promoted and implemented throughout the School.

Student bullying disclose/ or witness in lesson
School response flow chart

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1. **Member of staff:** Listen carefully and calmly, and document what the student tells you or write up what you witness.
 2. **Member of staff:** Collect additional information such as context, who was there, what was said, witnesses, and is it the first time?
 3. **Member of staff:** Discuss with the victim your plan of action, which will be to report to the pastoral team to investigate and support - then inform tutor, Year Lead (*victim and perpetrator*) and The Behaviour Team.
 4. **Member of staff:** Thank them for reporting it. Provide suggestions to the student/s about what to do if the bullying occurs again (*i.e. try not to retaliate, inform staff, anti-bullying ambassadors etc.*)
 5. **Member of staff:** Ensure the incident is recorded on CPOMS and then appropriate sanctions with the bully will be put in place by the pastoral team or Deputy Headteacher (Standards in Behaviour).
 6. **Year Lead/ Student Managers/ Deputy Headteacher (Standards in Behaviour)/ Behaviour Team** will contact the parent/guardians (*Victim and Bully*) about the incident and the plan of action
 7. **Year Lead/ Student Managers / Deputy Headteacher (Standards in Behaviour)/ Behaviour Team** will set a date for follow up review/s
 8. **Year Lead/ Student Managers/ Deputy Headteacher (Standards in Behaviour)/ Behaviour Team** will follow up with students over the next several weeks and months.