

St. Alban's Catholic High School



Anti- Bullying Policy

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Section 1: Rationale

At St. Alban's Catholic High School, the safety and well-being of all members of our community is paramount, where every child matters and, crucially, knows they matter. Within our school, each child is taught how to protect themselves and others and to enjoy their own uniqueness and that of others. We aim to create a culture of positive behaviour and an environment where expected behaviour is modelled and rewarded, and misbehaviour prevented. Bullying, of any nature, is never acceptable and will not be tolerated at any time. All allegations of bullying will be thoroughly investigated. We want pupils to feel confident in being able to seek support from school should they feel unsafe.

We acknowledge the School Standards and Framework Act 1998, which clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils. We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care. As per our school ethos, we expect all members of our school community to be respectful and caring towards one another.

Section 2: Aims and objectives

- To cultivate a calm, safe and secure environment where all can learn without anxiety and where bullying is regarded as unacceptable. Every individual has the right to work in peace, without being the victim of bullying behaviour.
- To actively promote, through what is taught and through the daily life of the school, tolerance and mutual respect for one another
- To respond effectively and in a consistent manner to any bullying/racist incidents that may occur and to ensure that each individual understands the school's established procedures .
- To ensure that pupils, staff, parents, governors and all connected with the school are aware of our opposition to bullying and their responsibilities in its prevention

Section 3: What is bullying?

Bullying, as defined by the Anti-Bullying Alliance, is: ‘the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power

Bullying can take many forms including:

Type of bullying	Definition
Physical	Hitting, kicking, pushing, taking another person’s belongings, any use of violence
Prejudiced based and discriminatory language including: <ul style="list-style-type: none">• Racial• Faith based• Gendered• Homophobic/ Biphobic• Transphobic• Disability based	Taunts, gestures, graffiti or physical or verbal abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Indirect	spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours (sometimes known as relational bullying).
Cyber-bullying (which can include other forms of bullying stated above)	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
Sexual bullying	Sexual comments, taunts or threats. Non-consensual physical contact. Sexism in all its forms; pressure to conform to particular gender ‘norms’
Financial	Money used as a means to gain control over another person

Section 4: Online Bullying

Online Bullying is an established form of bullying, from which it can be very difficult to identify perpetrators. Often the bullying manifests itself through ‘public’ social media sites and can be accessed by a large number of people. To help tackle this:

Students will be specifically educated about online-bullying as part of any Anti-Bullying education activities, such as: assemblies, conferences, Anti-Bullying Week, projects and specific Anti- Bullying training. All students are required to sign an Acceptable Use Agreement for school ICT equipment and educated about how to keep themselves safe online;

The school will endeavour to promote the positive use of technology across the curriculum. This includes ensuring all staff and children understand the importance of password security and the need to log out of accounts.

Responding to Online bullying:

Most cases of online-bullying will be dealt with through the school's existing processes. Some features of online-bullying differ from other forms of bullying and as such may require a different response. Some of the key differences are:

the 24/7 and anywhere nature of online-bullying; the person being bullied will not always know who is bullying them; some students may not be aware that what they are doing is bullying; unlike other forms of bullying, the target of the bullying is likely to have evidence of its occurrence.

Responses may include (but are not limited to) confiscation of devices (phones etc), detentions, sanctions for breaches of the Acceptable Use Agreement, requesting students to reveal contents of specific messages, fixed term (or even Permanent) exclusion and involvement of the Police and other agencies

Section 5: Bullying and discrimination

Under the Equality Act 2010 it is against the law to discriminate against anyone because of:

- Sex
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Maternity

These are called 'protected characteristics'. You're also protected from discrimination if:

- you're associated with someone who has a protected characteristic, eg a sibling or friend
- you've complained about discrimination or supported someone else's claim

At St. Alban's Catholic High School, we follow the Equality Act 2010. Staff must act to prevent discrimination, harassment and victimisation within the school. If it is thought that a child is being harassed in school staff must act to prevent it.

As per the Public Sector Equality Duty set out in the Equality Act 2010, St. Alban's Catholic High School has due regard to the need to

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

We promote inclusion and diversity through whole school events, celebration days, subject curricula, PYF programme, extended registration programme and school assemblies

Section 6: What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go to school / runs away • Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant • Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Gives improbable excuses for their behaviour

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989 (Department for Education, England). Please see school safeguarding policy for further details.

Section 7: Preventative Steps

School Strategies

- Awareness will be raised through curriculum opportunities. All departments follow the school Anti-Bullying policy.
- Education on developing healthy relationships is covered through the PYF programme and the Extended Registration programme, and students are encouraged to become Anti-Bullying ambassadors. An annual Anti-Bullying survey helps to identify trends and problem areas to help develop out Anti-Bullying work
- Regular inclusion of anti-bullying and anti-discrimination messages in assemblies
- School will make every effort to ensure that students, regardless of ability or age, feel valued by their achievements being recognised. Praise postcards, house points and Well Done letters for Interims are available for all students. Departments may also have their own internal system of rewards. There is the possibility that disaffected students might turn to bullying as a means of gaining the attention/respect they would like.

- When group work is appropriate staff will give consideration to the make-up of the group in order to ensure that no student is made to feel inferior or under-valued.
- Visits to the quiet corners of the building are an essential part of the duty rota. This will reduce opportunities for bullying.
- Safe spaces at break and lunch times for children who may feel lonely or isolated
- Staff will be vigilant in lessons. Bullying can take place in the classroom and observation skills will be essential in order to detect any incidents
- Sanctions may be used at the discretion of staff in response to a bullying incident to change behaviour. Bullying is a complex issue, and therefore there is no one size fits all response. The context with how the issue has occurred needs to be taken into account before considering the appropriate response. There are a variety of ways to deal with bullying such as the use of restorative meetings/conferences. However, in more serious or persistent circumstances the school will not hesitate to use fixed term exclusions, involve the police or potentially permanent exclusion depending on the seriousness of the situation. Bullying instances are low, but are dealt with quickly and effectively
- A child may indicate by signs or behaviour that he or she is being bullied. Some examples of these are listed in section 6 of this policy. Adults should be aware of these possible signs and that they should investigate if a child exhibits them. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.
- Celebration of difference and diversity, for example through our whole school diversity days

Home Strategies

- Encouraging caring and co-operative behaviour at home and school
- Encouraging friendships with children out of school
- Helping children to see things from different points of view, showing tolerance, respect and kindness
- Discouraging children to 'hit back' or 'stay silent'
- Ensuring that children are suitably supported and supervised on their journeys to and from school

Section 8: Reporting and Recording Incidents of Bullying

- Pupils and/or parents can report bullying by contacting any member of staff either in person, via email or via telephone. However, in most cases, incidents should be reported to the student's form tutor or Head of Year.
- Incidents of bullying can also be reported online via [reported sorted](#)
- Any member of staff made aware of an incident of bullying should ensure detailed notes are taken regarding the incident and ensure the Head of Pastoral Care (Mr Donohue) is informed. The Head of Pastoral care will ensure the incident is investigated by the appropriate person. These incidents will be recorded in our Anti-Bullying log
- Bullying may be suspected by adults working within schools or by parents of, or carers for, our students. All should be aware that bullying/racism is not confined to physical harm occurring in the school or at the school gate. It may be subtle and take the form of exclusion from social groups leading to the steady erosion of a child's feelings of self-worth. It is important that staff monitor closely any incidents of misbehaviour in terms of perpetrator, victim and the nature and frequency of incidents and respond quickly to the emergence of any pattern.
- Extreme or persistent cases of bullying will always be reported to the Headteacher.

Section 9: Responding to Reports of Bullying

School staff

- The school will take all reports of bullying seriously and investigate them as a matter of urgency. If the allegation is proven, appropriate measures from the Behaviour Policy and school sanctions therein may operate.
- The school will ensure support is in place for victims of bullying to ensure they feel safe..
- Appropriate staff members such as lunchtime supervisors/ class teachers will be informed of the report
- Heads of Year, Student Support Managers or Members of the Senior Leadership Team will use their discretion over whether parents need to be contacted
- Extreme or persistent bullying will be communicated to the Headteacher
- Where appropriate a restorative meeting between the perpetrator and victim may take place following the “shared concern” method.
- Sanctions may be put in place at the discretion of the Head of Year or Senior Leadership Team. The details of the incident will determine the level of sanction applied. In all cases, but particularly where concerns are high, the solution will usually be a combination of sanctions and support.
- Staff will speak to the student and possibly parents/ carers in subsequent days/ weeks to monitor the situation

Students who witness bullying

- Everyone has a role to play in responding to incidents of bullying. If a student witnesses bullying, we expect them to show they are not in support of the bullying.
- If appropriate ask for help from another student to fetch assistance from a member of staff;
- Report the incident to the nearest adult. This may be a teacher or a member of the support staff;

Students who are victims of bullying

- Report the incident to a member of staff
- Do not take matters into your own hands
- Keep a log of incidents where possible
- Do not suffer in silence

Section 10: Support Agencies

- Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues www.anti-bullyingalliance.org.uk
- Kidscape www.kidscape.org.uk 02077303300
- Childline – advice and stories from children who have survived bullying 08000 1111
- Bullying on line www.bullying.co.uk
- Parentline Plus – advice and links for parents www.parentlineplus.org.uk 08088002222
- Parents Against Bullying 01928 576152

Useful sources of information

- Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.

- Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org
 - Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com
 - Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk
 - Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents
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Signed by P Dance, Chair of Governors:

Date:

Appendix 1

The "Shared Concern" Approach to Bullying

This is a brief outline of the method used.

- Obtain information from the victim.
- Make sure that they realise you will be talking to the bully (bullies).
- Discussion with the bully (bullies) at which you share your concern for the victim. Care is taken not to apportion blame.
- Report back to the victim and if agreeable arrange a joint meeting of bully and victim. This may be chaired by the Heads of Year, Students Support Managers or by other suitable adults eg. Form Tutor, Chaplain.
- At the meeting all parties are invited to express their opinions in a calm and considerate manner. If the victim feels unable to do this the adult will speak on their behalf.
- Discussion takes place and the aim is to devise a course of action which parties involved agree to support.
- A date and time is set for a follow-up meeting if it is felt appropriate. Heads of Year, Student Support Managers or Form Tutor will, independently of the meeting, monitor the behaviour of parties involved.