



Happy in His
loving care

St Augustine Webster Catholic Voluntary Academy Anti-Bullying Policy

Date agreed by governors:	29th September 2022
To be reviewed:	2 years
Policy Holder	Head teacher

Mission Statement Links

Developing an awareness of God's love and presence in our lives	Meeting the emotional needs of all to grow and become valued members of society
Developing a positive set of attitudes, values and beliefs allowing us all to make sound and moral judgements in the light of personal commitment to the Lord, Jesus Christ	Providing high quality learning experiences and achieve high standards in all we do
Fostering caring relationships with the school community supporting our links with home and parish	Providing a stimulating and well cared for environment for all
Aiming to always do our very best	Valuing and celebrating everyone's work and contributions
Being respectful to each other and take pride in our school	Being friends with Jesus through prayer, worship and liturgy

Introduction

Bullying is deliberately hurtful behaviour repeated over time, where it is difficult for those being bullied to defend themselves.

Bullying is something that happens more than once to the same person. Something that happens once may be mean and hurtful but it is not necessarily bullying.

Pupils are bullied for a variety of reasons. Specific types of bullying include:

- bullying related to race, religion or culture
- bullying related to SEN or disabilities
- bullying related to appearance or health conditions
- bullying related to sexual orientation
- bullying of young carers, looked after children, or otherwise related to home circumstances
- sexist or sexual bullying

There is no "hierarchy" of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups.

Aims and Objectives

- to develop a school environment that is both safe and secure for all pupils
- to show commitment that bullying is wrong and against the ethos and mission statement of St Augustine Webster Catholic Voluntary Academy
- to have in place established systems that will deal with incidents of bullying
- to develop confident children who will notify staff of any incident of bullying
- to inform everyone connected with the school of the school's anti-bullying policy
- to work with other schools to share good practice in order to improve this policy
- to ensure both parents and children understand exactly what is meant by bullying
- to ensure a consistent school response to any incidents of bullying

We believe that:

- children and young people should never experience abuse of any kind.
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- developing a strong behaviour policy that sets out how everyone involved in our school is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place. Our regular discussions with staff, volunteers, children and families will focus on:
 - group members' responsibilities to look after one another and uphold the behaviour policy
 - practising skills such as listening to each other
 - respecting the fact that we are all different
 - making sure that no one is without friends
 - dealing with problems in a positive way
 - checking that our anti-bullying measures are working well.

Responsibility for the Policy and procedure

The Governing Body will not condone any bullying and has:

- delegated powers and responsibilities to the Head teacher to eliminate all forms of bullying and to keep records of all incidents of bullying
- delegated powers and responsibilities to the Head teacher to ensure all school personnel and visitors to the school are aware of and comply with this policy
- responsibility for ensuring that the school complies with all equalities legislation
- responsibility for ensuring funding is in place to support this policy
- responsibility for ensuring this policy and all policies are maintained and updated regularly
- responsibility for ensuring all policies are made available to parents
- responsibility for the effective implementation, monitoring and evaluation of this policy

The Head teacher will:

- implement this policy
- build and maintain a school ethos which is welcoming, supportive and inclusive of all pupils
- ensure that all school personnel are aware of the policy
- work to create a safe, secure, caring and friendly school environment for all the children
- ensure that all pupils understand that bullying is wrong through PSHE and school assemblies
- ensure that all parents are aware of this policy and that we do not tolerate bullying
- respond and deal with all incidents of bullying
- keep records of all incidents of bullying
- provide leadership and vision in respect of equality
- provide guidance, support and training to all staff
- monitor the effectiveness of this policy

All school staff will:

- comply with this policy
- be aware of the signs of bullying in order to prevent bullying taking place
- take all forms of bullying seriously
- encourage pupils to report any incidents of bullying to any member of the school personnel
- report all incidents of bullying
- raise awareness of the wrongs of bullying through PSHE

- use preventative strategies such as circle time and buddy systems
- undertake the appropriate training
- implement the school's equalities policy and schemes
- report and deal with all incidents of discrimination
- attend appropriate training sessions on equality
- report any concerns they have on any aspect of the school community

Pupils must:

- be aware of and comply with this policy
- report if they are being bullied
- report if they see someone being bullied
- discuss ways of preventing bullying through the school council
- listen carefully to all instructions given by the teacher
- ask for further help if they do not understand
- treat others, their work and equipment with respect
- talk to others without shouting and will use language which is neither abusive nor offensive
- support the school mission statement
- liaise with the school council
- take part in questionnaires and surveys

Parents must:

- be aware of and support this policy
- report to the school any concerns they have of their child being bullied
- be assured that the school will deal with all incidents of bullying
- be assured that they will be informed of incidents and will be involved in discussions

Identifying Bullying

Identifying bullying is not easy and some children who are being bullied may not always be prepared to tell someone. It is important therefore that members of staff, parents and others who deal with the children are observant and alert for signs of bullying.

These might include:

- unwillingness to come to school
- withdrawn, isolated behaviour
- complaining about missing possessions
- refusal to talk about the problem
- being easily distressed
- damaged or incomplete work

Procedure

When a disclosure is made, it should always be treated seriously, with appropriate discretion and carefully investigated. The procedure for dealing with bullying is set out in [Appendix A](#), together with a copy of the incident form.

Cyber Bullying

Members of staff are also aware that bullying can be carried out through cyberspace. Children should be encouraged to tell someone if they are being bullied in this way. Guidance is also given in Computing lessons when the children are taught about Internet safety. See e-safety policy.

While we are aware that it is very difficult to investigate cyber bullying that has happened out of school, we will always endeavour to do so when/of we become aware that it has happened, we will do this using the procedure for dealing with bullying, as outlined in Appendix A. Parents will always be contacted on these occasions and will be encouraged to take an active part in solving the bullying by monitoring use of internet closely at home.

Incidents

All reported incidents will be investigated and dealt with. Parents will be informed of all events and what actions have been taken.

Records will be kept of all incidents and their outcomes. The records will be stored on CPOMs.

Support Mechanisms

Support mechanisms will be put in place to help those who have been bullied. This could include but is not limited to work with the Inclusion team, having a trusted adult to speak to or having a 'safe space'. The support will be tailored to meet the needs of individuals.

All perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the school website
- through staff induction
- communications with home such as newsletters and texts to parents

Appendix A - Procedure for dealing with Bullying

1. Once the behaviour is identified as bullying the incident should be reported to either the Head teacher /a senior member of staff / the DSL or deputy.
2. The victim and bully should be interviewed separately.
3. The victim's story should be listened to and the pupil reassured that s/he has done the right thing by reporting the situation. Victims of bullying often feel powerless and vulnerable. They may end up believing that they deserve to be bullied. Everything should be done to re-establish the victim's self-esteem and self-confidence.
4. The bully should be spoken to and the reasons why s/he has bullied identified. The bully should be helped to recognise his/her unsociable behaviour and given support and counselling to address that behaviour.
5. On some occasions it may be possible to sit victim and bully down together to discuss their feelings and the reasons why the situation has developed. The problem could then be resolved amicably and/or a compromise reached.
6. In all instances, the parents of both parties should be contacted and informed of the situation and the action taken. If appropriate, they should be invited into the school to discuss the matter.
7. Follow up meetings with the victim should be arranged to find out whether the solution has been effective or not, and the situation should be monitored.
8. Serious or prolonged bullying could result in one or more of the following sanctions:
 - writing an explanation or apology for the incident
 - withdrawal of break or lunch time privileges
 - lunchtime detention
 - withholding participation in school trips or sports events that are not an essential part of the curriculum
 - removal from a particular lesson or peer group
 - temporary removal from the class
 - fixed term exclusion
 - permanent exclusion
9. A written record should be made of every incident of bullying using CPOMS. This should include exactly what happened, what action was taken, when the parents were informed and how the incident was followed up. The CPOMS recording should be made as soon as possible after the incident taking place.
10. All homophobic and racist bullying will be reported to the school governing body.
11. While we are aware that it is very difficult to investigate cyber bullying that has happened out of school, we will always endeavour to do so when/of we become aware that it has happened, we will do this using the procedure for dealing with bullying, above. Parents will always be contacted on these occasions and will be encouraged to take an active part in solving the bullying by monitoring use of internet closely at home.