



All Saints Catholic College



ANTI-BULLYING POLICY

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Document Record

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Aims

The school's Mission Statement is reflected in the Anti-Bullying Policy. This makes it clear that bullying, in any form, cannot and will not be tolerated. It states that all pupils are entitled to receive their education within a safe and happy environment, where everyone is encouraged to show respect for each other. It is the responsibility of all to ensure that the education of pupils at All Saints Catholic College takes place in an atmosphere that is caring and protective.

The policy reflects the school's Safeguarding Policy. The Children Act 1989 states that a bullying incident should be addressed as a Child Protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

The policy also accords with the school's Health and Safety Policy. All Saints is committed to providing a caring and safe community in which pupils can thrive.

Please follow the link below for the 'Tameside Safeguarding Children's Board Guidance for Safe Working Practice for adults who work with children and young people' document: and the Child Protection Policy:

<https://www.tameside.gov.uk/chaperoneservice/guidanceforsafeworkingpractice.pdf>

This complements the Child Protection and Safeguarding Policy, which can be found on the school website.

POLICY FOR DEALING WITH BULLYING

Definition of bullying

Bullying can be described as 'a deliberate act which is undertaken to cause distress, solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from ostracising, name-calling, teasing, threatening and extortion, through to physical intimidation, or an assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.'

Staff, parents, carers and pupils at All Saints Catholic College work together to create a happy, caring and safe learning environment. Bullying, whether this is verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) /carer(s) or other interested people.

Intentions of the Anti-Bullying Policy

The Anti-Bullying Policy aims:

- To provide a safe, caring environment for the whole College community, especially the pupils in our care.
- To instil in pupils the fact that bullying is unacceptable, and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure pupils that they will be listened to, and that they know it is right to tell a member of staff at school about being bullied.
- To inform parents/carers, and keep them updated about any further actions which may be taken in response to a report regarding bullying which involves their child.
- To complete a full investigation following any report of bullying which is made. Detailed records will be maintained relating to all incidents, reports and complaints.
- To take appropriate action, which may include exclusion in any cases of severe bullying.
- To monitor incidents of bullying during the College year. This will be undertaken by the Pastoral Team.

Strategy for Dealing with Bullying

When dealing with bullying, staff will follow these fundamental guidelines:

- They will never ignore suspected bullying.
- They will never make premature assumptions.
- They will always listen carefully to **ALL** accounts – several pupils having the same version of events does not automatically mean that this is the most accurate account.
- They will follow up proven cases to check that bullying has not reoccurred.
- They will keep detailed records.

Strategies have been introduced at All Saints Catholic College to reduce bullying. These include raising awareness about bullying and the Anti-Bullying Policy, increasing the level of understanding for pupils who may be perceived as being particularly vulnerable to bullying, and teaching pupils how to manage relationships in a constructive way.

Staff may apply one or more of the strategies detailed below, or adopt another reasonable approach. This will depend on the perceived severity of the situation. The emphasis will always be one of having a caring, compassionate and listening approach.

In response to a complaint of bullying, the school's procedures for discipline will be followed, with staff carrying out a full investigation, keeping detailed records and applying sanctions as necessary.

The procedures will **initially** be followed by all staff members. The relevant Pupil progress leaders/Pastoral Support Officer will become involved if the situation cannot be resolved by the teacher or other member of staff who has been informed in the first instance.

Staff will adhere to the following procedures to deal with any reported instances of bullying:-

1. The nature of the bullying will be discussed with the victim at length. Additionally, any pupil/s who may have either been involved and/or witnessed an incident will be asked to complete a summary of incident form, which will be signed. Pupils will be asked to ensure that they record all the facts, including any offensive words if these have been used. This process will require patience and understanding from staff.
2. CPOMS should be used by Pastoral staff to log any incidents of bullying which may be brought to their attention during the course of safeguarding discussions with pupils.
3. Every effort will be made to identify the bully/bullies and any witnesses.
4. Witnesses will be interviewed, with a full record of their accounts to be maintained.
5. The incident/s will be discussed with the alleged bully/bullies. This will encompass telling them what the allegations are, in addition to asking for their honest account/s of the situation/incident/s. It should be made clear that the matter is simply under investigation at this stage.
6. If a pupil acknowledges that they have bullied another person, staff should make it understood that bullying is not acceptable at All Saints Catholic College. An explanation should be provided about the effect this has had on the education of the person they have bullied, as well as the rest of the pupils in the class/College. The bully should be asked to put themselves in the position of the person being bullied. Sanctions which are relevant to the type of bullying should be applied.
7. If the allegation of bullying is denied, then a further investigation should be undertaken. If there is sufficient evidence to suggest that the bullying occurred, relevant sanctions should be applied.
8. Separate discussions should be held with the parents/carers of both the bully and the victim.
9. Sanctions for the bully may include:
 - Loss of their break/lunch times for a fixed period .
 - Detention.
 - Internal exclusion.
 - Step Out.
 - A suspension for a fixed period of time from school.
 - A permanent exclusion.

10. Once the incident has been investigated, the investigator should log the incident on both SIMS and CPOMs.

In an effort to reduce any incidents of bullying, and in order to recognise potential bullies, all staff will watch for early signs of distress in pupils. We will “listen, believe, and act.”

Members of the Pupil Leadership Team are also Anti-Bullying Ambassadors. These individuals are the first point of contact should any pupil feel that they cannot initially tell an adult about an incident. These pupils are represented in all Year Groups, and are easily identified by their ‘Ambassador’ badges.

Bullying away from the school premises

All Saints Catholic College is not directly responsible for bullying which may occur away from the school premises. However, if both the target and the bully attend All Saints Catholic College, action will be taken in a similar manner to that which would be applied had the incident occurred within the school. This includes informing parents/carers.

Where possible, All Saints Catholic College will support pupils who have been bullied, including when this occurs either on their way to or from school, by pupils from another school, or by other persons.

The following steps will be taken:

- The pupil/s and their parents/carers will be spoken to about the matter.
- The Headteacher and members of senior staff from the other school will be contacted.
- Any issues within the local area will be discussed with the Police, in addition to other relevant external agencies.
- If an incident of bullying has occurred on College buses, this will be discussed with the transport company.
- Pupils will be advised about strategies which could help them to avoid or deal with bullying situations.

Internet Bullying / Mobile Phone Texting

Internet bullying/mobile phone texting which may be used as a strategy to bully others will not be tolerated at All Saints Catholic College, and this will be dealt with swiftly and appropriately. If a pupil receives written abuse or physical threats electronically during the school day, the discipline procedures will be followed. Staff will undertake a full investigation, which will include obtaining detailed records and applying sanctions as necessary. Pupils are not permitted to use mobile phones whilst they are in school.

Bullying Directed Towards Race, Gender, Sexual Orientation or Disability

All Saints Catholic College will not tolerate bullying against anyone which arises due to their race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views will be challenged, and pupils are expected to appreciate and view differences within others

positively, whether these may arise from race, gender, sexual orientation, ability or disability.

All Saints Catholic College guarantees confidentiality and support for those being bullied. Incidents of bullying of this type will be reported to the Governing Body and Local Authority. The school's Policing Team will also be made aware of any such incidents.

Racial Bullying/Harassment

Racial bullying will not be tolerated at All Saints Catholic College, and any such incidents will be treated severely. If a pupil receives verbal abuse, physical threats or attacks, or if a pupil brings racist literature into College, incites others to behave in a racist way or writes racist insults, the discipline procedures will be followed. Staff will undertake a full investigation, keeping detailed records and applying sanctions as necessary.

In addition to carrying out a full investigation, all incidents will be recorded on CPOMS and reported to the Local Authority. All Saints Catholic College has a duty to develop pupils' understanding of ethnic diversity issues, and we explore racial tolerance in all lessons throughout the curriculum. All records will be kept in the pastoral filing cabinets for the specific pupils involved.

All Saints Catholic College guarantees confidentiality and support for those being bullied. Racial incidents are reported to the Governing Body and Local Authority, as required.

Sexual Bullying

Sexual bullying has an impact on both genders. A sexual assault will lead to the exclusion of the perpetrator from All Saints Catholic College. Sexual bullying is characterised by abusive name-calling, comments about appearance, attractiveness and emerging puberty, inappropriate and uninvited touching, sexual innuendoes and propositions (i.e. sexual harassment), and in its extreme form, sexual assault or rape.

All Saints Catholic College guarantees confidentiality and support for those being bullied. Incidents of bullying of this type will be reported to the Governing Body and Local Authority, as required.

All Saints Catholic College strategies to deal with sexual bullying

The strategies to be employed by school staff will include:

- Recording incidents, both on the bullying log spreadsheet and on CPOMS.
- Developing an understanding of gender relations.
- Exploring sexism and sexual bullying in PSHE lessons.
- Using single-sex groups to discuss sensitive issues.
- Ensuring the school site is well supervised, especially in areas where pupils might be vulnerable.
- Implementing appropriate discipline procedures as appropriate. These could include detention, isolation or exclusion, depending on the nature of the incident.

Sexual Orientation

Sexual bullying can be related to sexual orientation. This may not be solely related to a pupil who identifies as being homosexual or bi-sexual.

Strategies to deal with such bullying include:

- Recording incidents in a separate incident book.
- Ensuring that staff are aware of the nature of homophobic bullying, and how this could occur.
- Challenging homophobic language and exploring pupils' understanding – they might not understand the impact of their actions.
- Guaranteeing confidentiality and support for those being bullied.
- Implementing discipline procedures when necessary.
- Reporting all incidents of homophobic / transphobic bullying to the Local Authority and governors.

Special Education Needs and/or Disabilities (SEND)

Pupils with special educational needs and/or disabilities (SEND) may not be able to articulate their experiences as fluently as other pupils. However, they are often at greater risk of being bullied, both directly and indirectly, which could be due to their specific disability.

All Saints Catholic College will ensure that staff behaviour does not trigger bullying unintentionally. Members of staff will avoid undue attention being given towards SEND pupils compared with others, and should not make comments based on pupils' appearance or perceived character.

All Saints Catholic College will undertake a full investigation once an incident involving bullying has been identified. This will include a full discussion with witnesses, recording incidents on CPOMS and contacting parents/carers. Discipline procedures will be fully followed.

High attainers can also be affected by bullying. Staff should treat this as seriously as any other type of bullying.

Guidelines for Dealing with Bullying Incidents

It is the duty of **all** staff to actively promote anti-bullying in school through a variety of methods, including:

- Displaying and promoting all the anti-bullying messages and activities which take place within school.
- Reprimanding all inappropriate behaviour when this is either seen or reported.
- Encouraging pupils to be respectful and supportive of one another, and to report any acts of bullying.
- Anti-bullying will be promoted in form time and assemblies.
- PSHE (personal, social and health education) sessions will be used to develop an awareness of the types of bullying which may occur, and the negative effect this has on victims.

- Supporting anti-bullying incentives.

Any pupil who is being bullied, or is aware of someone else being bullied, should seek a trusted adult or pupil. If they approach a pupil, this person should inform a member of staff (for example, this may be a form tutor, subject teacher, Pastoral Support Officer, Pupil Progress Lead or a member of the Senior Leadership Team).

Pupils should be interviewed as soon as possible by one of the above members of staff. The incident report form should include a statement which relates to the issue from the pupil/s involved. Any witnesses to the matter should also record the incident on pastoral incident report forms.

The member of staff dealing with the incident should record this on CPOMS. Any actions which may be taken should also be recorded, including to whom the incident has been referred. They may enlist the support of the Pastoral Support Officers in terms of obtaining statements, offering support with this process.

All incidents of bullying will be passed on to the Designated Safeguarding Lead (DSL) via CPOMS. The DSL will alert the relevant member of staff, to ensure that the most appropriate action is taken. All actions should be recorded on CPOMS, to enable the Assistant Headteacher with responsibility for bullying to monitor these. The Pastoral Support Officer/Pupil Progress Lead will contact the parents/carers of the victims and perpetrators, both to inform them of the incident and advise them about any action which may be taken.

Mediation between the pupils will only take place only with the express agreement of the victim.

The Pastoral Support Officer/Pupil Progress Lead will follow the sanctions laid out in the school behaviour policy. This may lead to the intervention of other agencies, such as the school nurse, police officers, governors, etc.

The effects of any action which may be taken should be reviewed by staff making further contact with the pupils at an agreed date. This will be followed up by the Pupil Progress Lead, along with the support of a Pastoral Support Officer. It will be monitored by the Assistant Headteacher. Any developments should be recorded on CPOMS.

Any parent/carer whose child is subject to bullying should report the incident to a member of staff. Any action taken by the school does not prevent a parent/carer's right to make a direct complaint to the police.

Any parent/carer who is not satisfied with the action taken by the school in dealing with an incident of bullying should indicate this in writing to either the Assistant Headteacher or Deputy Headteacher.

These procedures are in place to discourage bullying, support victims, re-educate perpetrators and to prevent the continuation of bullying.

Links to other policies:

- Behaviour Policy -
https://allsaintscatholicCollege.com/application/files/6416/5632/8729/27.06.22_Behaviour_Policy.pdf
- Child on Child Abuse Policy:
https://allsaintscatholicCollege.com/application/files/4016/6417/6759/26.09.22_Child_on_Child_Abuse_Policy.pdf
- Child Protection Policy:
https://allsaintscatholicCollege.com/application/files/4516/5363/8573/27.05.22_Child_Protection_and_Safeguarding.pdf