



# St. John Fisher

CATHOLIC COMPREHENSIVE SCHOOL

## ANTI-BULLYING POLICY

### The Mission Statement:

**'St. John Fisher Catholic Comprehensive School inspires students, spiritually and educationally, forming them through Faith so they can achieve their aspirations and contribute to their community.'**

<b><i>Date of Review:</i></b>	25 <sup>th</sup> April 2025
<b><i>Date of Ratification:</i></b>	November 2023
<b><i>Date of Next Review:</i></b>	September 2025
<b><i>Chair of Governors:</i></b>	Mr. O. McColgan
<b><i>Policy Approving Body:</i></b>	Catholic Mission and Ethos Committee
<b><i>Policy Owner:</i></b>	Mr Chris Nicholas
<b><i>Statutorily Published on Website:</i></b>	No

## ANTI-BULLYING POLICY

### **This policy should be used in conjunction with the school's:**

Behaviour for Learning Policy  
Child Protection Policy  
Safeguarding Policy  
Attendance Policy

### **Anti- Bullying Policy Mission Statement**

St John Fisher Catholic School is committed to providing a caring, friendly, and safe environment for all members of the school community, in line with the school's ethos and mission statement, and its commitment to the Catholic faith.

We recognise that many students will experience conflict in their relationships with other children or young people. As a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At St John Fisher Catholic School our definition of bullying is:

**“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”**

It can include incidents of a racial, sexist, homophobic nature or against those with disabilities, and can take many different forms.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying. In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

### **Aims**

- To ensure that all staff, students, and parents/ carers and governors understand what bullying is.
- To ensure that all staff, students, and parents/ carers and governors are aware of the procedures for dealing with incidents of bullying.
- To ensure that all members of the community feel confident that they will be supported when reporting incidences of bullying. To ensure that support is offered to all involved in incidences of bullying.

### **Types of bullying behaviour:**

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls.

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- Misuse of associated technology e.g. photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

### **Staff understand the importance of responding to bullying**

There is considerable evidence to show that bullying has both short term and longer-term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

### **Supporting Vulnerable Groups**

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

### **Prevention**

The school believes that prevention is better than cure. St John Fisher School works to educate students on the effects of bullying and cyber bullying through its PSHRE programme, assemblies and pastoral care. We use our threading philosophy to share the antibullying message regularly and ensure staff and students are kept up to date with the policy and expectations. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Involving the school community in developing our policy including a child friendly version of our policy.
- Having a line up script read out at the start of every term reminding students that bullying is not tolerated and how it can be reported to staff
- Actively taking part in Anti Bullying Week (November)
- Using assemblies and tutor time to ensure that pupils understand the differences between relational conflict and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff, and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground buddies.
- Secure the safety of the target of bullying
- Take actions to stop the bullying from happening again

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- Whole school learning - reflection on what we have learnt.
- Think about any safeguarding concern and report concerns to Designated Safeguarding Lead.
- Provide assurances to child that concerns have been listened to and action will be taken.
- Send a clear message that the bullying must stop.
- Work with both parties to find solutions. Identify the most effective way of preventing reoccurrence and any consequences.
- Reflect and learn from bullying episodes –consider what needs to happen next to prevent future bullying e.g. PSHE, training etc.
- Raising awareness of online bullying through regular e-safety lessons.
- Adopting a social model approach to bullying. Diversity is valued and everyone is included in our school.
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

### **Equality Act 2010 support of students with needs**

As a school St John Fisher understands that suitable adjustments need to be made within the education and application of the Anti Bullying Policy for students with SEND, a disability or if a need is known and not diagnosed. Staff will take students needs into account in order to ascertain understanding has been achieved and this will be logged on a students APDR.

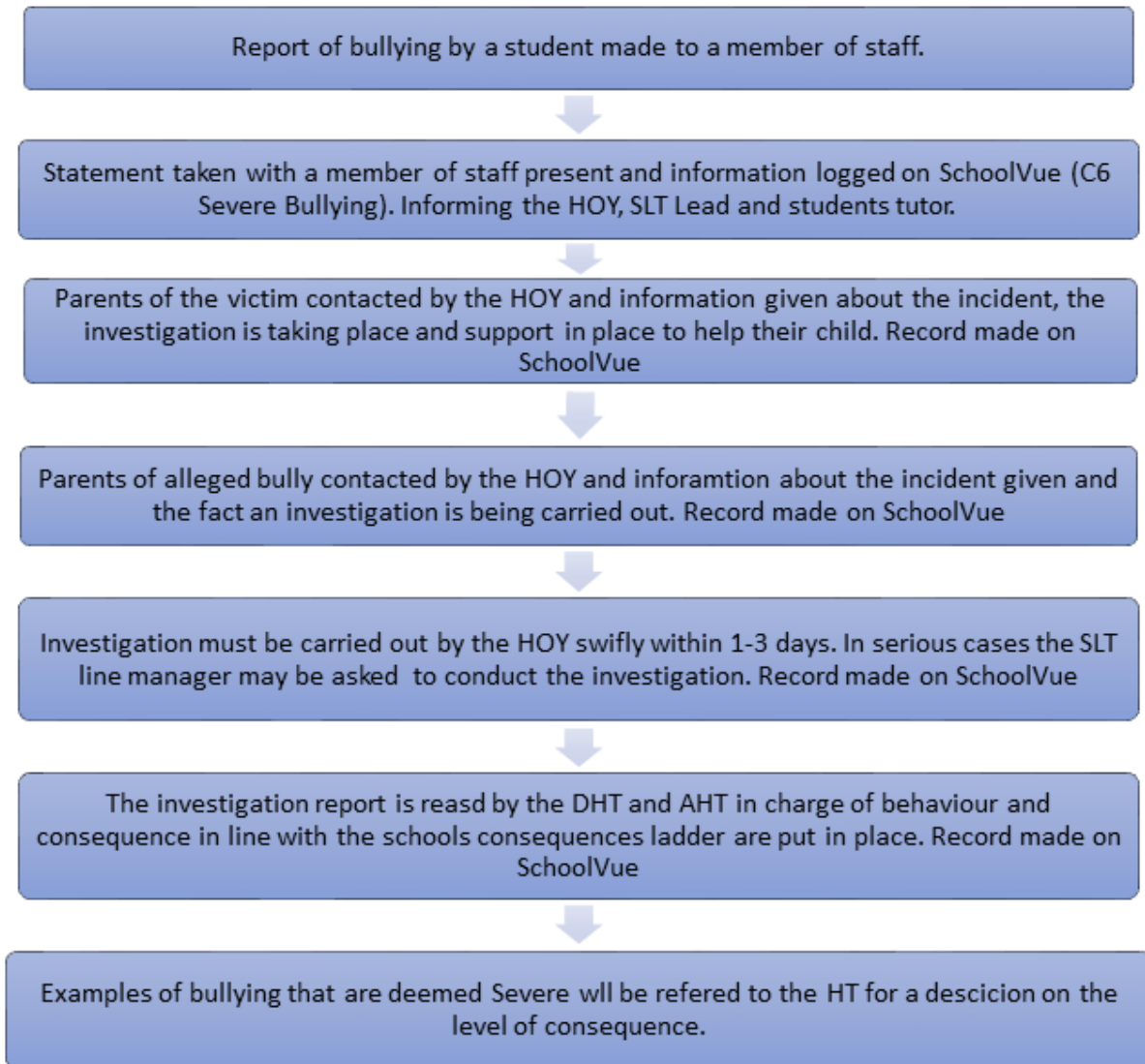
### **Reporting Incidences of Bullying**

As a school we urge students, staff, and parents to report any incidences of bullying. Reporting bullying will allow the school to prevent further incidents and offer the appropriate support to both the victim and the bully.

### **Procedures**

In the event of bullying staff should follow the stages to ensure bullying is dealt with swiftly:

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### **Please use the Bullying Investigation Checklist (Appendix A)** **Consequences or Actions of Bullying and Harassment**

Staff will respond on a case by case basis. The evidence will be presented to the SLT Line Manager and the AHT (Behaviour). After reviewing the evidence, the SLT line manager will be able to confirm what course of action to follow linked to our schools consequences ladder.

For Example:

If a student has been deliberately unkind with name calling or physical actions. This is linked to C3 and a detention will be issued.

If a student is persistently unkind to members of the school community that will receive a IEU referral.

If a student's behaviour has caused significant hurt/upset then the case will be referred to the Headteacher who will decide what forms of action including external provision or fixed term suspensions that may be used.

### **Post investigation Recovery and Re-education**

After the bullying behaviour or threats of bullying behaviour have been investigated and dealt with and, if necessary and appropriate, police will be consulted.

### **Support for the Victim and their Families:**

- Daily Check ins with the student from their Tutor for 2 weeks
- Weekly wellness check by their HOY
- Parents and Carers signposted to support materials that can help them best support their child after an incident of bullying.

<https://www.youngminds.org.uk/parent/parents-a-z-mental-health-guide/bullying/>

- Post bullying discussion to occur between the students and the Family Liaison Officer for whether counselling or additional support is required. If so, contact will be made with the external agencies.
- Follow up contact must be made (HOY) either by email or phone call to discuss the student's wellbeing with their parent/carer. At least once a week until it agreed with all parties that the student is no longer concerned about the events.

### **Support for the Student found to have bullied and their Families:**

Student who has served a consequence for Bullying with undertake a re-education programme to ensure they understand the school's expectations.

This should include:

- Reading of the schools learning agreement.
- Anti-Bullying Seminar (Delivered by IEU Manager)
- Students will be expected to watch the following anti-bullying videos and sign to say they understand the impacts of bullying on others.
  - #standuptobullying: <https://www.youtube.com/watch?v=Hr2Dk0QQ3Sw>
  - BBE Effects of Bullying: <https://www.youtube.com/watch?v=Hr2Dk0QQ3Sw>

Records of the actions taken, and their outcomes will be kept via Behavue and added to the students Assess, Plan, Do, Review document.

### **Bullying Outside of School Premises**

Members of the school community should be aware that incidences of bullying that occur outside of school premises but impact on students' academic and emotional wellbeing in school will be investigated and sanctioned by the school in line with the policy set out above. This includes incidents whilst travelling to and from school and any incidents of cyber bullying.

### **Responsibilities School Leadership**

- To support staff and students in tackling incidents of bullying across the school.

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- To ensure that students are educated on bullying and its consequences through the PSHE program and, where appropriate, subject lessons.
- To ensure that the anti-bullying policy is adhered to by all staff.
- To ensure that appropriate records are kept.

### Staff

- To maintain a safe and welcoming environment within their classrooms and monitor behaviour to ensure bullying is recognised.
- To ensure that all incidents of bullying are reported to the relevant departments, for example Pastoral Care Leaders (PCL's) and Heads of Year (HoY's).
- PCL's and HoY's are to work together to investigate any incidents reported and, where needed, work with the Assistant Headteacher for behaviour to put appropriate strategies and sanctions in place.

### Students

- To ensure that their behaviour adheres to the school ethos of respect for themselves and for others.
- To report any incidents of bullying that they may witness to staff members.
- To refrain from becoming involved or repeating any gossip or unpleasant rumours regarding others.
- To use any social media applications, including Zoom and Microsoft Teams, that they access outside of school appropriately.

### Parents

- If a parent has any concerns about their child, they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns at [School Name] and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.
- The school will work with both the child and the parents to ensure that any bullying is stopped, and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately, they should follow the school's complaints policy.

### Appendix A:

#### Bullying Investigation Checklist:

- Clear list of the Victim(s) and Bully(ies)
- Outline of the alleged bullying accusation

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- Written chronological overview of the bullying incidents that have taken place.
- Statements taken from all students involved in the most recent incident.
- Statements taken from the staff who were in classroom or area where the most recent incident has taken place.
- List of previous events that have happened involving the student.
- Statements from students and staff from previous incidents highlighted by the student.