



# Anti Bullying Policy

Approved by Governors on 11 February 2020

Review Committee: Student Support

Review: On change



## **ANTI BULLYING POLICY**

### **Mission Statement**

*“Love one another as I have loved” (John, 15)*

We believe that Jesus Christ and his Gospel Call – to love God and all people – are at the heart of what we do.

He inspires us, as children of God, to uphold the dignity of each individual.  
We strive to develop a community in Christ which fully supports all in achieving their potential – spiritually, academically and personally.

## **RATIONALE**

It is of central importance to the school that we provide a physically and emotionally secure environment where the needs of the whole child can be met. Both students and staff will develop their full potential when they feel happy, safe and valued, as part of the school community. At Christ the King Catholic High School we recognise that academic success is intrinsically linked to physical and emotional development along with a sense of well being and high self -esteem. We believe that all young people have the right to be educated and all staff have the right to work in an environment which is supportive and fosters well being. This Policy applies to every individual within the school community irrespective of race, gender, ability.

## **DEFINITION**

Bullying Behaviour is often deliberately hurtful, repeated over a period of time and is difficult for victims to defend themselves against. It is the wilful, conscious desire to hurt, threaten or frighten someone else. Any behaviour which abuses power in order to hurt others is bullying.

Bullying **may** include: -

- Physical violence
- Threats
- Name-calling
- Malicious teasing
- Homophobic Bullying
- Exclusion from social activities
- Extortion
- Damage to belongings
- Spreading malicious rumours
- Humiliation
- Cyber bullying

## **PURPOSES**

This policy aims to provide guidelines and procedures to be followed in the event of bullying and suspected bullying. It clearly recognises that bullying is a serious matter, and any incident will therefore be acted upon promptly and appropriately. However, it also recognises that what is perceived as bullying can involve a complex chain of events and interpretations of those events so that each particular case needs to be dealt with on an individual basis.

This policy also aims to raise awareness and create an ethos of collective responsibility where bullying is unacceptable, and fear of reprisal is removed. This will be achieved by whole school cross curricular activities, involving all those in the school community – students, staff, governors and parents/carers/guardians and other agencies where appropriate. Awareness is also raised within the formal curriculum through PSHEE, Drama and within context, in English.

## **WHERE DOES THIS POLICY APPLY?**

This policy applies to all students and staff of Christ the King Catholic High School, in the classrooms, on the corridors, yards and fields. It applies also to all staff and students on trips, residential, visits and to journeys from and to school.

Whenever an incident involves a student or students from another school, Christ the King Catholic High School staff will liaise with appropriate colleagues from the relevant school.

## **GUIDELINES**

### **1. Staff Responsibilities**

Staff should be vigilant at all times with the awareness that bullying can take the many forms as previously stated and often occurs covertly in unstructured situations. When in doubt staff should consult their line manager, but to facilitate clear lines of communication it is essential that staff inform House Tutors and Achievement Co-ordinators who will monitor incidents and collect information from staff and students involved. Professional judgement must be applied at all levels when assessing the severity of any incident. Pertinent agencies will be involved as appropriate.

Staff Duty Teams need to be particularly watchful of behaviours in and around school both at Breaktime and Lunchtime. Before and after school are also potential 'flash' points.

### **2. Student Responsibilities**

All students, especially prefects and senior students and members of the Student Council have a responsibility to report any incidence of bullying within the school community. This responsibility extends to supporting victims who are afraid to report any form of bullying issue. They should be repeatedly encouraged to report all incidents of bullying or suspected bullying to members of staff and not to be 'bystanders.'

### **3. Support and Intervention**

Victims of Bullying Behaviour will be given support which might involve:-

- Peer Support
- Individual time with a member of staff
- Confidence building activities
- Involvement with outside agencies (SEN/Education Welfare/CAMHS/CtK Deputy Safeguarding Officer)

We also recognise that victims of bullying may need to learn specific skills and strategies in order to enable them to become less passive and more assertive, thus discouraging repeated bullying.

### **4. Instigators of Bullying Behaviour**

Students who use bullying behaviour will be encouraged to empathise with their victims and to repair the damage that they have caused. Strategies and skills will be given to address aggression and to enable them to build positive relationships with their peers. They will also be assisted to identify their strengths and positive qualities and encouraged to use these for the benefit of themselves and the school community.

### **5. Sanctions**

#### **Isolated incidents**

These will be dealt with through the normal discipline system, but may also include some or all of the above strategies.

#### **Repeated or extreme bullying incidents**

If a situation persists or is extremely serious, the involvement of the Senior Leadership Team, the Achievement Co-ordinators, Governors, parents/carers may be required. Other agencies may be involved/required. In cases where a person has been physically assaulted, the police may also be involved/be called in. In such cases, or where bullying is persistent, the instigator is liable to face the full range of school sanctions.

### **6. Bullying Against Staff**

#### **By Students**

Similar actions to the above should be followed. However, it may be the case that a member of staff will need extra support from colleagues and SLT when facing an individual or class in front of whom they

may feel humiliated or intimidated. In these cases consideration should be given to team teaching, class dynamics, assistance with assertive discipline and the offer of counselling.

#### By Colleagues

The following routes can be explored: -

- Line Manager support
- Mediation
- Professional Associations and/or Trade Unions
- Outside agencies

#### 7. Prevention

The school aims to prevent bullying behaviour through use of our CCTV system, the Student Council, Student Voice, Assemblies, National Anti-Bullying Week, and the Curriculum along with the day-to-day responsibilities of the whole staff team.

#### 8. Monitoring and Evaluation

All incidents will be monitored and evaluated on a termly basis via a Sims.net report and figures obtained from Internal Exclusion.

### **Procedures for Reporting, Recording and Monitoring Bullying Behaviour**

1. All bullying incidents should be reported to a member of the school staff. This could be directly or indirectly via a friend or fellow Tutor Group member.
2. Once an incident has been reported the information should be passed to the relevant House Tutor and Achievement Co-ordinator for action and, where necessary, parents will be informed.
3. Details of the incident should be recorded on Sims.net by the Achievement Co-ordinator.
4. This information needs to be recorded for **all** students involved in the incident and will often entail the input of two or more Achievement Co-ordinators.
5. Serious or repeated incidents should be referred to a member of the Senior Leadership Team.

When parents are informed it is essential that a follow up call is made to ensure that there has been no continuation of events and that they have been made fully aware of any action taken. Follow up should also take place with the students concerned (see Guidelines 3 & 4).

6. Number of incidents will be monitored on a termly basis via a sims.net report and figures obtained from Internal Exclusion.
7. This policy will be reviewed on change by the Governors' Student Support Committee and also through the Student Council.

### **CONCLUSION**

This Policy is fundamental to the healthy life of a successful school community. All members of the school community are responsible for implementing this policy. This policy is based upon our School Aims and Values and LA and DfE guidance on Bullying Behaviour.

If you feel that the school has not taken appropriate action please refer to the Procedures for Complaints available from the School Business Manager.