



# Anti-Bullying Policy

Written by our pupils for our pupils



## Mission Statement

All Hallows is first and foremost a Catholic School. It follows from this that the ethos of our school should reflect the values proclaimed by Christ in the Gospels and recognises the unique value of each individual.

Through our mission statement of 'Growing Together in the Spirit of Christ's Love'

**"We want our pupils to grow morally, intellectually and spiritually and to leave us as young people, equipped to take their place in society."**

## Definition of Bullying Behaviour

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms including:

- **Physical** bullying which can include kicking, hitting, pushing and taking away belongings.
- **Verbal** bullying which includes name calling, mocking and making offensive comments.
- **Emotional** bullying which includes isolating an individual or spreading rumours about them.
- **Online-bullying** where technology is used to hurt an individual – for instance text messaging or posing messages / images on the internet or any form of social media.
- **Racist** bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- **Sexist** bullying occurs when bullying is motivated by a prejudice against someone because of their gender status.
- **Homophobic / Biphobic/Transphobic** bullying occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transgender people.

## Aims of the policy

Our aim is to ensure that every child is safe. The school recognises that bullying is a reality in society but strives, by example and support, to eradicate it in all forms within All Hallows and to develop in our pupils an appreciation of the value of working to extend this to their wider community. It is intended that the pupils will see in the relationships between adults and pupils, and between adults and other adults, examples of mutual respect, and that all members of the community will be able to work and develop in an environment free from aggression.

Pupils are encouraged to value each person as a unique creation of God. This philosophy will be discussed as part of Assemblies and reinforced through our daily practices.

During their time at the school, as part of the PD programme, all pupils will undertake modules of work which focus on bullying issues. It will be made clear that physical aggression is not the only form of bullying and that action and language which is aggressive, offensive, sexist, homophobic or racist is also unacceptable. This extends to online behaviour also.

## **In our school**

Pupils should tell any member of staff and/or their friends when they or their friends are being bullied.

If an incident of alleged bullying is reported to a member of staff they should:

- Reassure the pupil that they have done the right thing by passing the information on.
- Make sure that they know that the incident (s) will be investigated by their Learning Manager, or a member of SLT.
- Inform the appropriate Learning Manager who will talk to the alleged victim and determine the extent of the problem.
- If appropriate, attached SLT will be involved.
- When information has been gathered and an initial response given to the alleged victim and the alleged bully, the situation will be discussed with a member of the SLT and a response will be determined.
- Parents will be informed of outcomes.
- Pupils will be brought together and a form of reconciliation will take place.

## **School responses to instances of bullying**

Instances of bullying, once substantiated by careful investigation, will be dealt with in the appropriate way. One of the following sanctions may be deemed appropriate;

- Isolation at break / lunchtime.
- Mediation meetings.
- Restorative meetings.
- Withdrawal from lesson.
- Internal exclusion – Inclusion room.
- Fixed term exclusion.
- Involvement of external agencies.

## **Recording and monitoring**

The number and types of incidents involving bullying will be recorded by the Learning Manager and held in the personal file of the appropriate pupil. It will also be logged in its appropriate bullying category on Synergy. All more serious cases of bullying will be dealt with by a member of the SLT. The Learning Managers and Year Teams carry out regular checks with all parties involved in an incident of bullying to check no further intervention is needed. Patterns of behaviour will be evaluated:

- Who was involved
- Where and when incidents occurred
- What took place

- What action was taken
- How it was followed up

## **Reconciliation**

The aim of this policy is to ensure that bullying does not happen in our school. After bullying has taken place the ultimate aim of any strategies implemented is to reconcile the two parties. In this way further acts of bullying should be prevented.

## **Preventative Measures**

A wide range of strategies are used, including:

- a designated yard and lunch area for Year 7 and 8 pupils to use exclusively at break and lunch times
- a prefect duty system in school and on school buses
- staff supervision at all breaks, before and after school, focusing on key areas
- SLT and Year Team duties on and off the buses
- curriculum input through lessons, PD and form time
- a buddy system to support Year 7 pupils
- trained peer supporters
- an induction system for all Year 6 pupils
- appropriate sanctions, which are made clear to all members of the community

## **The Limits of this Policy**

This policy applies to all members of the Community of All Hallows Catholic High School, including children and adults. It applies, not only on the school premises, but also on the journey to and from school, off site at lunchtime, on all educational visits/extra-curricular activities (including residential) and on the way to and from activities off site during the school day.