Anti-Bullying Policy

St Gregory's Catholic Primary School

Last reviewed on: July 2023	

Next review due by: July 2024	

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2022 and "Sexual violence and sexual harassment between children in schools and colleges" guidance.

1) Policy Objectives

• This policy outlines what St Gregory's Catholic Primary School will do to prevent and tackle all forms of bullying.

• St Gregory's Catholic Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

2) Links with Other School Policies and Practices

This policy links with several school policies, practices and action plans including:

- Behaviour Policy
- Complaints Policy
- SEND Policy
- Child Protection Policy
- Online safety and acceptable use (including mobile and smart technology and social media) policies and procedures

3) Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986.

4) Responsibilities

It is the responsibility of:

- The principal to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching, and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy

5) Definition of Bullying (Child on Child Abuse)

Bullying (when bullying is by one child towards another child, this is referred to as 'Child on Child Abuse' in Keeping Children Safe in Education, 2022) is defined as the *repetitive*, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

> Deliberately hurtful

> Repeated (one-off serious incidents, although they require intervention by senior leaders, are not strictly bullying)

> Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting, direct or indirect verbal (name-calling, sarcasm, spreading rumours, teasing)
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based	Taunts, gestures, graffiti, or physical abuse focused on a particular characteristic (e.g., gender, race, sexuality)
Sexual harassment/violence	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Cyberbullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

6) Responding to Bullying Concerns

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The Principal/Vice Principal will be informed of all bullying concerns, especially where there may be safeguarding issues.

- An appropriate member of the Senior Leadership Team (SLT) will interview all parties involved.
- A clear and precise account of bullying incidents will be recorded by the school on Arbor in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken (in line with GDPR and the Safeguarding and Child Protection Policy)
- Appropriate sanctions and support as identified within the school Behaviour Policy will be implemented.
- If necessary, other agencies may be consulted.
- Where the bullying takes place off the school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy, our Online Safety Policy and the school Behaviour Policy.

7) Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to pass on to staff to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
  ▪ looking at use of the school systems
  ▪ identifying and interviewing witnesses
  ▪ Contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
  ▪ Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
  ▪ Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy. (We will access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the school's powers are used proportionately and lawfully).
  ▪ Requesting the deletion of locally held content and content posted online if they contravene school behavioural policies.
- Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the perpetrator, as well as ensuring access to any additional help or support they may need.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
  ▪ advising those targeted not to retaliate or reply.
  ▪ providing advice on blocking or removing people from contact lists.
  ▪ helping those involved to consider and manage any confidential information they may have in the public domain.

8) Useful Links and Supporting Organisations

The following links may provide additional support to children, staff, or families.

• Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

• Childline: www.childline.org.uk

• Family Lives: www.familylives.org.uk

• Kidscape: www.kidscape.org.uk

• MindEd: www.minded.org.uk

• NSPCC: www.nspcc.org.uk

• PSHE Association: www.pshe-association.org.uk

• Restorative Justice Council: www.restorativejustice.org.uk

• The Diana Award: www.diana-award.org.uk

• Victim Support: www.victimsupport.org.uk

• Young Minds: www.youngminds.org.uk

• Young Carers: www.youngcarers.net

Cyberbullying

• Childnet: www.childnet.com

• Internet Watch Foundation: www.iwf.org.uk

• Report Harmful Content: https://reportharmfulcontent.com/

• UK Safer Internet Centre: www.saferinternet.org.uk

• The UK Council for Internet Safety (UKCIS):
www.gov.uk/government/organisations/uk.council-for-internet-safety

• DfE 'Cyberbullying: advice for headteachers and school staff':

www.gov.uk/government/publications/preventing-and-tackling-bullying

• DfE 'Advice for parents and carers on cyberbullying':

www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

• Changing Faces: www.changingfaces.org.uk

• Mencap: www.mencap.org.uk

• Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atrisk-groups/sen-disability

• DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Race, Religion and Nationality

• Anne Frank Trust: www.annefrank.org.uk

• Kick it Out: www.kickitout.org

• Report it: www.report-it.org.uk

• Stop Hate: www.stophateuk.org

• Tell Mama: www.tellmamauk.org

• Educate against Hate: www.educateagainsthate.com