



# ANTI-BULLYING POLICY



Guide



Inspire



Shine



## Mission Statement

At St Bede's we believe that all things are possible. Our students are guided and encouraged to fulfil their God-given potential and are inspired to become the best versions of themselves; the people that God created them to be.

Together, we will learn to understand and live moral lives, based on the gospel values of; **hope, love, forgiveness and compassion**. We believe that every person is made and loved by God, with the potential to grow into the likeness of Christ.

Being part of the St Bede's community will be a journey of faith, discovery and learning where all students are provided with the opportunities to shine.

## School British Values Statement

St. Bede's school community uphold public trust in the profession and maintain high standards of ethics and behaviour. All staff model this by not undermining fundamental British values and ensuring that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law.

## Rationale

In line with our Mission statement, St. Bede's is committed to developing all pupils as whole people and encouraging them to be the best version of themselves.

As a school community we aim to live by the Gospel values of; hope, love, forgiveness and compassion. This policy aims to prevent bullying within our community. We aim to challenge bullying effectively thereby improving the safety and happiness of our students. The whole school policy contains the following sections:

- Definition of Bullying
- Policy Application
- Key Practices
- Procedures following a reported incident
- Victim and Offender support
- Reporting Incidents



## Definition of Bullying

St. Bede's, in line with The Department for Education, defines bullying as;

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

## Policy Application

This policy applies, not only on the school premises, but also on the journey to and from school, off site at alternative curriculum locations, on all educational visits/extra-curricular activities (including residential) and on the way to and from activities off site during the school day.

We recognise that bullying incidents, particularly when social networking sites and instant messaging are involved, may have begun outside of school. The school will seek to work with parents and carers to use its influence to prevent further instances and try to achieve reconciliation between students.

## Key Practices

1. To ensure that any student who reports bullying will be listened to in a sympathetic manner, and that there will be a prompt investigation into their concerns
2. Within the Curriculum, to raise the awareness of the nature of bullying - particularly in PSHE and RSE
3. Examples of preventative measures include; student voice surveys, peer mentoring schemes, frequent staff training and development, Prep Tutor provision resources, assemblies and participation in Anti-Bullying week.



4. To ensure the availability of staff to deal with all incidents of bullying and to communicate effectively with parents/carers and student(s) the results of any investigations
5. This will, in the main, be dealt with by the Senior Behaviour for Learning and Welfare Team
6. To ensure that all incidents of bullying are recorded on Class Charts and/or CPOMS
7. To review, as part of the Senior Behaviour for Learning and Welfare Team's management brief, all procedures relating to the quality of action taken

### **Procedures Following a Reported Incident**

- Every incident to be dealt with as soon as possible.
- An account of the incident to be recorded on Class Charts and/or CPOMS
- Interviews to be conducted.
- Parents to be kept informed, usually through Year Teams.
- The emphasis with offenders should be on accepting the need to change behaviour rather than simple disciplinary measures.
- Sanctions are to be used as appropriate.
- The use of Restorative Justice will be encouraged used as appropriate.
- Any intervention is to be closely monitored by Prep Tutors, Assistant Heads of Year and Heads of Year.
- Escalation of incident to Senior Leadership Team level may occur dependent on nature of incident.
- Bullying as defined above, will be dealt with as effectively as possible on school trips/visits through an on-going risk assessment

### **Support for Victim**

- Reassure the victim and listen to their concerns.
- Look to restore self-esteem and confidence in the victim.
- Keep them informed of progress and outcomes, as far as possible.

### **Support for Offender**

- Establish verifiable facts, using witness evidence as required.
- Inform parents/carers of their child's actions, discuss at interview if required and seek parental support.
- Aim to establish wrong-doing and the need to change behaviour.
- Repeat offenders will be escalated to the Senior Leadership Team. Persistent offenders will be escalated to the Headteacher.
- Consider alternative educational provision where appropriate.



### Reporting Bullying Incidents

Students at St Bede's should feel confident to do one of the following if they witness or are victims of bullying:

- Inform Prep Tutor
- Inform Class Teacher
- Inform a family member
- Inform Assistant Head of Year / Head of Year
- Visit the Prefect Welfare Desk at lunchtime to talk to a Prefect or a Head Pupil.
- Speak to any member of the Senior Leadership Team
- Report via the individual Year Team email addresses - <https://www.stbedesblackburn.com/contact/>
- Anonymous reporting option via the school contact email address: [contact@stbedesblackburn.com](mailto:contact@stbedesblackburn.com)

### Policies linked with this Anti-Bullying Policy

- Safeguarding Children and Child Protection Policy
- Behaviour for Learning Policy
- Social Media Policy

