Anti- Bullying & Cyber-Bullying Policy 2022-2023

St Aloysius' College

Hornsey Lane,

Highgate,

London N6 5LY

"Leaders have created a school where pupils are safe and have someone to turn to when the need arises"

Ofsted 2022

Last Review Date	September 2022
Next Review Date	October 2023
Governor's Signature	

Aims

St. Aloysius RC College is committed to providing a friendly and safe environment for all our pupils and other members of the Aloysian community.

All learners have the right to learn and develop in a supportive and secure atmosphere and thereby realise their full potential.

We aim to promote thoughtfulness towards and respect for others, and to this end all members of the School community have a responsibility to help promote an atmosphere where bullying is actively discouraged and deemed unacceptable.

The School strives to acknowledge and reward good behaviour and deal promptly and firmly with inappropriate behaviour towards others.

The School's discipline system aims to create conditions for an orderly community in which there is mutual respect between all its members.

We also aim to generate a climate of trust where pupils are confident in reporting incidents of bullying. Pupils should understand that withholding information protects bullies and allows them to continue their behaviour. Pupils and parents should be assured that they will be supported when bullying is reported.

In accordance with the Home-School Agreement which all parents are asked to sign, the Governors expect all parents to ensure that their child behaves in a way that makes a positive contribution to a harmonious school where pupils and staff feel safe and valued, and where the values of diversity, equality and inclusivity are promoted by all.

Our aim is to teach our pupils to behave well and to foster good attitudes. We believe that a fulfilled adult life is founded on good character as much as on the best academic qualifications, and our major aim is to teach pupils to be responsible for their actions.

What is bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It is not restricted to an action of a pupil against another pupil and it can be perpetrated by or against anyone in the School community.

This includes bullying by pupils of adults and by adults of pupils. Bullying can take many forms and some of the ways in which it can be manifested are:

- Physical: hitting, kicking or taking another's belongings;
- Verbal: name-calling, offensive remarks;
- Non-verbal: offensive gestures, or offensive remarks transmitted on paper, electronically or otherwise;
- Emotional: being unfriendly, excluding, tormenting, threatening;
- Exclusion: systematic exclusion or isolation of others;
- Cyber-bullying: See below.

SCHOOL POLICY ON BULLYING

There are many reasons why bullying might occur. It is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, disability, because a child is adopted or has caring responsibilities, or it can be motivated by actual or perceived differences between people.

Harassment and discrimination of this kind is unlawful under the Equality Act 2010 and the School has a duty to ensure that all forms of prejudice-motivated bullying are dealt with firmly.

Bullying on any ground **will not be** tolerated by the School.

Bullying does not have to occur on School premises for it to be covered by this Policy and any reported incidents of bullying which occur off the School's premises will be investigated and dealt with in exactly the same way as any incident that occurs on School premises.

Cyber Bullying

Technology is a part of our daily lives but it has also provided a new medium for bullying.

Cyber-bullying can happen at any time of the day or night and there is potentially a much larger audience to the unacceptable behaviour.

Cyber-bullying can include sending offensive or threatening messages, via mediums such as email, text or instant messaging services, to, or about, another person. It may also include posting derogatory or offensive remarks on social networking sites or online blogs or taking and/or posting photographs online or sending them via social media.

It is illegal for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication with a message which is indecent or grossly offensive, is a threat, or is information which is known or believed to be false by the sender.

As such, the School cannot and will not tolerate any form of cyber-bullying.

Awareness around the issues of cyber-bullying and staying safe online are covered through the Personal Development Time programme.

Racism Bullying of a member of the School community on the basis of their race, religion, beliefs, colour, nationality, national origins or ethnic origins **will not be tolerated**, nor will any form of discrimination based on these or any other grounds.

Homophobic bullying

Homophobic bullying occurs when someone is made to feel victimised, ridiculed, threatened or isolated because of their sexuality or perceived sexuality. Like all other forms of bullying, homophobic bullying can be perpetrated through verbal insults, taunting, rumour spreading, exclusion from social groups, physical assault or in cyber space.

Homophobic bullying can also consist of the threat to 'out' someone to family and friends, even if the victim is not gay. **The School will take very seriously any incidences of homophobic bullying and those involved will be dealt with appropriately.**

Casual insults derived from homophobia (for example, the use of the word 'gay' in a pejorative sense), even when the speaker does not believe they are speaking in a homophobic context, **will not be tolerated** in School.

Anti-bullying statement

The School does not tolerate bullying of any kind. Bullying, in whatever form, can have a debilitating effect on the victim and cause them to lose confidence or feel threatened or vulnerable. No member of the School community should bully or harass any other person. All those who work at or are taught at the School are to be treated with dignity and respect at all times. Any incidents of bullying will be treated as an extremely serious infringement of School policy and they will be met with severe disciplinary action. A serious incident of bullying may lead to those pupils involved being excluded for a fixed period or permanently.

Prevention of bullying at the School

The School seeks to minimise the occurrence of bullying and ensure that incidents are dealt with appropriately. The following measures have been put in place to help achieve this:

➢ Encouraging a culture in which pupils and staff feel comfortable sharing their concerns confidentially;
➢ Assemblies and tutoring sessions to make all students aware of the School's Policy on bullying and to reinforce both the importance of positive relationships and online safety;
➢ The PSHE curriculum actively promotes British values of equality, diversity, inclusion and respect for others;
➢ Student leadership is enabled and supported in order that a positive example can be set for younger pupils, with Equality, Diversity and Inclusion ambassadors appointed within the senior prefect team;
➢ All members of the School community are expected to exercise self-discipline and behave in a courteous and respectful manner towards others
➢ Social areas are segregated by year groups, whilst lunch and bus queues are supervised by staff and/or prefects;
➢ The School liaises with primary schools to identify potentially vulnerable pupils before joining our school;
➢ All members of staff are equipped to deal with any incidents of bullying which are reported by pupils;
➢ High priority is given to continuity in pastoral care throughout the school and in the Sixth Form. This enables tutors to really get to know their form and build up a relationship of trust which in turn will help them identify early signs of bullying behaviour;
➢ Form tutors and members of the Senior Leadership Team meet with pupils on a regular basis for one-to-one bespoke pastoral checks. This provides teaching staff with an opportunity to get to know the pupils in more depth and thereby enables them to detect any signs that bullying is occurring, whether as victim or perpetrator;
➢ All incidents of bullying are logged and reviewed by senior staff. Where bullying leads to a fixed-term or permanent exclusion this is reported to the Governing Body who monitor pupil discipline, as well as progress towards the School's equality objectives;
➢ Senior pupils are encouraged to act as role models for those who need support
➢ All pupils are encouraged to take responsibility for reporting incidents of bullying to a staff member or senior pupil without fear of retribution or ridicule
➢ One-to-one support is available for pupils when a Year Head decides that it is appropriate and a mentor is available to facilitate this
➢ Familiarisation with the School's Bullying Policy and Information and Communication Technology Policies is part of the routine induction of all new staff members and is revisited during staff training and development;
➢ This Policy is kept under regular review.

Procedures for dealing with bullying:

- Pupils who have been bullied (or think they might be being bullied) should report this to their Head of Year, with assistance as required from a parent, fellow pupil, or another member of staff.
- Parents who have any concerns about bullying should contact the relevant Form Tutor or Year Head in the first instance;
- When an incident of bullying is reported or discovered it will be dealt with immediately by a senior member of staff or Year Head in conjunction with the Form Tutor. The alleged victim will be treated sympathetically at all times;
- The School will promote the safety and security of the individual pupils involved. There are various strategies that may be employed when a case of bullying is reported and these will depend on the nature and seriousness of the bullying and the particular circumstances of each instance. The parents of an alleged victim will be contacted by the Year Head and, where appropriate, a meeting arranged;
- A serious incident of bullying may lead to those involved being excluded for a fixed period or permanently. Where a pattern of bad behaviour has emerged then the exclusion may be permanent. In all cases the parents of a pupil accused of bullying will be required to visit the School to discuss the matter and to undertake to support the School's strong line on bullying
- Whatever decisions are taken, the School will continue to monitor the situation and offer on-going support to the victim (and the perpetrator, if needed). The School will keep records of all meetings and decisions taken to help identify emerging patterns of behaviour and take appropriate action when necessary.
- Where appropriate, the School will consider if there is a need to report the bullying as a safeguarding or criminal law issue.

Promoting this Policy

It is important that everyone in the School community is aware of and abides by this Policy. Therefore

- Pupils are encouraged to be supportive of each other and reminded of the School's attitude to bullying at assemblies and by their Form Tutors;
- Staff are kept informed through information in our staff bulletin, via pastoral briefings, inductions for new staff and during staff training and development
- This Policy can easily be located on our school website.

Responsibility for this Policy:

The Headteacher has overall responsibility for this Policy.

The named Governor for Safeguarding is the member of the Governing Body with a special interest in preventing bullying, alongside members of the Discipline Committee.

If any person is concerned that the School has not effectively addressed bullying, they should refer to the School's Complaints Procedure in order that the concerns can be fully addressed.

LINKED POLICIES:

 Equal Opportunities Policy

 Home-School Agreement

Information and Communication Technology Policy

  Mental Health and Wellbeing Policy

  Mission Statement

  Behaviour including Drugs Poilcy

  Safeguarding Policy

  Special Educational Needs and Disability Policy

  Spiritual, Moral, Social and Cultural Development Policy

  Whistleblowing Policy

Useful Resources:

Specialist organisations
The following organisations provide support for schools and parents dealing with specific
bullying issues including the social, mental or emotional affects caused by bullying.

The Anti-Bullying Alliance (ABA):
Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance ABA) brings together over 100 organisations into one
network to develop and share good practice across the whole range of bullying issues.
The ABA has also put together a fact sheet outlining the range of support that is available
to schools and young people from the anti-bullying sector which can be accessed here.

The Diana Award:
Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.

Kidscape:
 Charity established to prevent bullying and promote child protection providing
advice for young people, professionals and parents about different types of bullying and how to tackle it.
They also offer specialist training and support for school staff, and assertiveness training for young people.

 The BIG Award: The Bullying Intervention Group (BIG) offer a national scheme and award for
schools to tackle bullying effectively.

Restorative Justice Council : Includes best practice guidance for practitioners 2011.

Cyber-bullying and online safety

ChildNet International: Specialist resources for young people to raise awareness of online
safety and how to protect themselves. Website specifically includes new cyberbullying
guidance and a practical PSHE toolkit for schools.
http://www.childnet.com/

Digizen: provides online safety information for educators, parents, carers and young people. http://www.digizen.org/

Intenet Matters: provides help to keep children safe in the digital world.

https://www.internetmatters.org/

Think U Know: resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers. https://www.thinkuknow.co.uk/

The UK Council for Child Internet Safety (UKCCIS) has produced a range of resources for schools, colleges and parents about how to keep children safe online, this includes advice for schools and colleges on responding to incidents of 'sexting.'

https://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis

LGBT:

Barnardos: through its LGBTQ Hub, offers guidance to young people, parents and teachers on how to support LGBT students and tackle LGBT prejudice-based bullying

EACH: (Educational Action Challenging Homophobia): provides a national freephone Action line for targets of homophobic or transphobic bullying and training to schools on sexual

orientation, gender identity matters and cyberhomophobia.

Metro Charity: an equality and diversity charity, providing health, community and youth

services across London, the South East, national and international projects. Metro works

with anyone experiencing issues related to gender, sexuality, diversity or identity

Proud Trust: helps young people empower themselves to make a positive change for

themselves and their communities through youth groups, peer support, delivering of

training and events, campaigns, undertaking research and creating resources.

Schools Out: Offers practical advice, resources (including lesson plans) and training to

schools on LGBT equality in education.

Stonewall: An LGB equality organisation with considerable expertise in LGB bullying in

schools, a dedicated youth site, resources for schools, and specialist training for teachers.

SEND:

Mencap: Represents people with learning disabilities, with specific advice and information for

people who work with children and young people.

Changing Faces: Provide online resources and training to schools on bullying because of

physical difference.

Cyberbullying and children and young people with SEN and disabilities: Advice provided by

the Anti-Bullying Alliance on developing effective anti-bullying practice.

Anti-bullying Alliance SEND programme of resources: Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying.

Information, Advice and Support Service Network: Every Local area has an information, advice and support service, providing information, advice and support to disabled children and young people, and those with SEN, and their parents.

Mental health

MindEd: Provides a free online training tool for adults that is also available to schools. It can be used to help school staff learn more about children and young peoples mental health problems. It provides simple, clear guidance on mental health and includes information on identifying, understanding and supporting children who are bullied.

PSHE Association – guidance and lesson plans on improving the teaching of mental health issues

Race, religion and nationality:

Anne Frank Trust: Runs a schools project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.

Educate Against Hate: provides teachers, parents and school leaders practical advice and information on protecting children from extremism and radicalisation.

Show Racism the Red Card: Provide resources and workshops for schools to educate young people, often using the high profile of football, about racism.

Kick It Out: Uses the appeal of football to educate young people about racism and provide education packs for schools.

Tell MAMA: Measuring Anti-Muslim Attacks (MAMA) allows people from across England to report any form of Anti-Muslim abuse, MAMA can also refer victims for support through partner agencies.

Anti-Muslim Hatred Working Group: Independent members of this group are representatives from the Muslim community and will assist and advice on all relevant issues.

Sexual harrassment and sexual bullying

Ending Violence Against Women and Girls (EVAW): A Guide for Schools. This guide from the End Violence Against Women Coalition sets out the different forms of abuse to support education staff to understand violence and abuse of girls, warning signs to look for, and how to get your whole school working towards preventing abuse.

Disrespect No Body: a Home Office led campaign which helps young people understand what a healthy relationship is. This website includes teaching materials to be used in the classroom.

Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying.

Disrespect No Body: a Home Office led campaign which helps young people understand what a healthy relationship is. This website includes teaching materials to be used in the classroom.