

SACRED HEART OF MARY GIRLS' SCHOOL



ANTI-BULLYING POLICY

Policy adopted	September 2020	
SLT Member Responsible	Miss B McConville	
To be reviewed	Annually	
Date of next review	September 2021	
Headteacher	Ms V Qurrey	Date: September 2020

ANTI-BULLYING POLICY

“So in everything do to others what you would have them do to you” Matthew 7:12

Sacred Heart of Mary Girls’ School is a Catholic community which lives, loves and learns together. As part of a successful learning environment we have a zero tolerance approach to Bullying.

Aims

- At SHOM we aim to ensure that all pupils will learn and grow in an environment free of intimidation and bullying
- To create a supportive, caring and safe learning environment for all pupils
- To ensure that all incidents are dealt with swiftly and effectively to ensure the well-being of all
- To clarify for staff, pupils and parents the expectations and procedures that are in place to ensure that SHOM is a caring community where all can thrive

What is Bullying?

- 1) Physical – hitting, kicking, taking of property
- 2) Verbal – name calling, teasing/tormenting
- 3) Emotional – excluding people, starting rumours, offensive gestures
- 4) Interfering with other’s property e.g. stealing, hiding or demanding it
- 5) Cyber – on email, text, photo messaging, social networking. This includes forwarding/posting and re sharing something that is inappropriate
- 6) Bullying with regard to race/colour/culture/appearance/learning ability/gender/sexual orientation.
- 7) Coercion to do things that are unsafe / inappropriate.

Peer-on-peer abuse

According to *Keeping Children Safe in Education* (September 2020) peer-on-peer abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying);
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- sexual violence, such as rape, assault by penetration and sexual assault; • sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse; • upskirting, which typically involves taking a picture under a person’s clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm; • sexting (also known as youth produced sexual imagery); and
- initiation/hazing type violence and rituals.

If one pupil causes harm to another, this should not necessarily be dealt with as abuse: bullying, fighting and harassment between children are not generally seen as child protection

issues. However, it may be appropriate to regard a pupil's behaviour as abusive if:

- There is a large difference in power (age, size, ability, development) between the young people concerned, or
- The perpetrator has repeatedly tried to harm one or more children; or
- There are concerns about the intention of the alleged pupil

Where it is deemed as an appropriate child protection issue by the DSL and team, a referral may need to be made to Havering Social Care.

According to the NSPCC

No single sign will indicate for certain that a child is being bullied, but watch out for:

- belongings getting 'lost' or damaged
- physical injuries, such as unexplained bruises
- being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
- not doing as well at school
- asking for, or stealing, money (to give to whoever's bullying them)
- being nervous, losing confidence, or becoming distressed and withdrawn
- problems with eating or sleeping
- bullying others

Roles and Responsibilities

Headteacher

- To ensure that SHOM is a harmonious, supportive and safe environment
- To oversee all cases of repeated bullying
- To review and update all practice relating to anti-bullying work to ensure we are effective in this area
- To ensure the anti-bullying policy is effectively implemented
- To take all allegations of bullying seriously and to act upon the allegations in an appropriate manner
- To ensure that the Governing Body are fully informed of incidents of Bullying and the resolution thereof.

Pastoral Assistant Headteacher/DSL

- To lead and evaluate the anti-bullying strategies of SHOM
- To produce and implement the anti-bullying policy
- To ensure all staff understand and are familiar with the policy and feel confident in all procedures.
- Providing appropriate CPD
- To respond swiftly to all bullying reports ensuring victims and parents are confident that the issue is being addressed
- To promote and deliver Restorative Justice

- Liaise with outside agencies as required
- To record all incidents
- To ensure the headteacher is informed of all cases and subsequent action

Heads of Year/ Form Tutor

- To promote zero tolerance of bullying
- To take a proactive approach to tackling and preventing bullying behaviours
- To promote anti-bullying initiatives to ensure all pupils feel safe and secure and that they are aware SHOM is a telling school
- To ensure that all pupils are aware of who they can approach and how they can report bullying, for example via a teacher or surveys
- To respond immediately to pupil concerns
- To respond to and keep parents informed regarding issues raised
- To create a culture of fairness and respect across the year groups – cultivating positive relationships
- To ensure that all records of incidents are filed

Class Teacher

- To be aware and confident in following the schools anti-bullying policy
- To report any concerns as appropriate and to document clearly and accurately
- Ensure that a pupil reporting feels that their concern is listened to and acted upon promptly
- To ensure that the learning environment in the classroom as well as corridor is safe and supportive

Learning Mentor

- To report any concerns to Assistant Headteacher/Head of Year as appropriate
- To provide support for pupils who have been bullied

SENDCO

- To ensure that no pupil is discriminated against or bullied as a result of SEND
- To promote positive relationships between students
- To liaise regularly with parents / outside agencies to ensure that all pupils feel safe and are able to reach their full potential
- To provide CPD for staff as appropriate

All Staff

- To model high standards of personal and social behaviour and enforce expectations with pupils
- To respond to and deal with issues of bullying inside and outside the classroom
- To take all allegations of bullying seriously and to act upon the allegations in an appropriate manner

Pupils

- All pupils have a role in ensuring SHOM is a caring community
- All pupils have a responsibility to report bullying to a relevant member of staff -
- No pupil should stand by and watch someone being treated unkindly. It is important that you speak up
- To use the bullying link on the school website if you have concerns
- All pupils are expected to support each other and treat others how they would want to be treated

Parents

- To be aware of how to report bullying
- To communicate with the school early if you have any concerns
- To attend meetings with the school as requested
- To support the school in ensuring it is an effective and successful community where all are secure and able to learn effectively

Anti-Bullying in the Curriculum

As part of our proactive approach this is addressed cross-curriculum. It is addressed in assemblies, anti-bullying weeks, form tutor time, Citizenship, RE lessons, School Council and other specialist one-off days of extra curricular information and guidance. This is promoted in Anti-Bullying week via the School Council members.

We also have a thorough transition programme between key stages to ensure that pupils are ready and supported for the next stage of their learning.

Sanctions

There are a range of sanctions that will be applied to those involved in bullying depending on the nature and the incident(s)

- Removal from playground
- Removal from lesson(s)
- On report
- Parental meeting/phone calls
- Detentions
- Internal exclusion
- Fixed term exclusion
- Permanent exclusion

The sanctions applied are a demonstration of how seriously we take bullying at SHOM and how we provide a zero tolerance of such conduct.