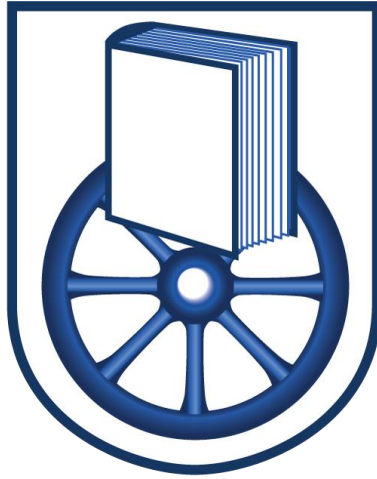# St Katherine's School & Nursery

Anti-Bullying Policy

Creating our future by learning together

Date of Policy: September 2022

Review Date: September 2023

School Ethos

- St Katherine's School & Nursery community recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.
- By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where children are able to learn and fulfil their potential.

Policy objectives:

- This policy outlines what St Katherine's School & Nursery will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole school community.
- St Katherine's School & Nursery is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

Responsibilities

- It is the responsibility of:
  - the Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
  - Governors to take a lead role in monitoring 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.
  - children to abide by the policy.

Definition of Bullying

- Bullying can be defined as "*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally*".
- Bullying can include, but not be limited to: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include, but not be limited to: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Our school takes measures to prevent and tackle peer on peer bullying; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by children, parents or other staff members, is unacceptable. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Forms and types of bullying covered by this policy

- Bullying can happen to anyone. This policy covers all types and forms of bullying which may include:
    - bullying related to physical appearance
    - bullying of young carers, children in care or otherwise related to home circumstances
    - bullying related to physical/mental health conditions
    - physical bullying
    - emotional bullying
    - sexual bullying
    - bullying via technology, known as online or cyberbullying
    - prejudicial bullying (against people/children with protected characteristics):
        - bullying related to race, religion, faith and belief and for those without faith.
        - bullying related to ethnicity, nationality or culture.
        - bullying related to Special Educational Needs or Disability (SEND).
        - bullying related to sexual orientation (homophobic/biphobic bullying).
        - gender based bullying, including transphobic bullying.
        - bullying against teenage parents (pregnancy and maternity under the Equality Act).

Our School:

- monitors and reviews our Anti-Bullying Policy and practice on a regular basis.
- supports staff to promote positive relationships to help prevent bullying.
- recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- intervenes by identifying/tackling bullying behaviour appropriately and promptly.
- ensures our children are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- requires all members of the community to work with the school to uphold the anti-bullying policy.
- recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- seeks to learn from good anti-bullying practice elsewhere.
- utilises support from the Local Authority and other relevant organisations when appropriate.
- actively create "safe spaces" for vulnerable children and young people.
- celebrate success and achievements to promote and build a positive school ethos.

Responding to Bullying

- The following steps may be taken when dealing with bullying:
    - if bullying is suspected or reported, the incident will be immediately escalated to a senior leader.
    - 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 senior leader will interview all parties involved.

- o DSLs will be informed of all bullying issues.
- o the school will speak with and inform other staff members, where appropriate.
- o the school will ensure parents/carers of both the victim and the accused bully are kept informed about the concern and actions taken, as appropriate and in line with Child Protection and confidentially.
- o Sanctions and support will be implemented in consultation with all parties concerned.
- o if necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- o where the bullying of or by children takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken.
- o a clear and precise account of bullying incidents will be recorded on My Concern. This will include recording appropriate details regarding decisions and action taken.

Cyberbullying

- • When responding to cyberbullying concerns, the school will:
  - o act as soon as an incident has been reported or identified.
  - o 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.
  - o encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
  - o take all available steps where possible to identify the person responsible.
  - o work with the individuals and online service providers to prevent the incident from spreading. 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 children' electronic devices, such as mobile phones, in accordance with the law, DFE guidance and our Mobile Phone Policy.
    - ▪ requesting the deletion of locally-held content and content posted online if they contravene school policies.
  - o ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
  - o inform the police if a criminal offence has been committed.
  - o provide information to staff and children 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 think carefully about what private information they may have in the public domain.

Supporting Children

- Children who have been bullied will be supported by:
  - reassuring the child and provide immediate and ongoing nurture support, to help with well-being, self-esteem and confidence. This may involve offering formal counselling.
  - Working in partnership with parents/guardians.
  - offering an immediate opportunity to discuss the experience with a member of staff.
  - being advised to keep a record of the bullying as evidence and discuss how to respond.
  - where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS).

- Children who have perpetrated bullying will be helped by:
  - discussing what happened, establishing the concern and the need to change.
  - informing parents/carers to help change the attitude and behaviour of the child.
  - providing appropriate education and support, which may include ongoing nurture support.
  - if online, requesting that content be removed and reporting accounts/content to service provider.
  - sanctioning, in line with school policies.
  - where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS).

Supporting Adults

- Adults who have been bullied or affected will be supported by:
  - offering an immediate opportunity to discuss the concern with a senior member of staff.
  - advising them to keep a record of the bullying as evidence and discuss how to respond.
  - where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the school's policies.
  - reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
  - reassuring and offering appropriate support, including the counselling line.
  - working with the wider community and local/national organisations to provide further or specialist advice and guidance.

- Adults who have perpetrated the bullying will be helped by:
  - discussing what happened with a senior member of staff.
  - establishing whether a legitimate grievance or concern has been raised and signposting to the school's official Complaints Policy.
  - if online, requesting that content be removed.
  - instigating disciplinary, civil or legal action as appropriate or required.
  - offering appropriate support, including the counselling line.

Involvement of Children

- We will:
  - involve children in decision making, to ensure that they understand the school's approach and are clear about the part they play in preventing bullying.
  - regularly canvas children and young people's views on the extent and nature of bullying.
  - ensure that all children know how to express worries and anxieties about bullying.
  - ensure that all children are aware of the range of sanctions which may be applied against those engaging in bullying.
  - involve children in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
  - utilise child voice in providing child led education and support
  - publicise the details of internal support, as well as external helplines and websites.
  - offer support to children who have been bullied and to those who are bullying to address the problems they have.
  - consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, school council, etc.
  - collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition.
  - ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as Anti-Bullying Week.
  - provide systematic opportunities to develop children' social and emotional skills, including building their resilience and self-esteem.

Involvement and liaison with parents and carers

- We will:
  - take steps to involve parents and carers in development of procedures, to ensure they are aware that the school does not tolerate any form of bullying.
  - ensure all parents/carers know who to contact if they are worried about bullying.
  - work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
  - ensure that parents work with the school to role model positive behaviour for children, both on and offline.
  - ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Appendix 1

Useful links and supporting organisations

- 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
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- 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
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practice-schools

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.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying
- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- 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

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
- Show Racism the Red Card: www.srtrc.org/educational

LGBT
- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying
- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
  - A Guide for Schools: www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related