

English Martyrs' Catholic School



Anti-Bullying Policy

*English Martyrs', as a community centred in Christ,
strives to develop the talents of each person.
May they all be one*

Approved/reviewed by Governors:	
September 2021	
Date of next review	September 2022

Our role model is Christ and we seek to replicate all Jesus taught in our actions and relationships with others. All members of our community should aim to conduct themselves in such a way that these values are witnessed in all that is said and done. The dignity of each person created in the image of God is at the heart of this policy as is the desire to bring reconciliation and healing to situations of conflict.

English Martyrs Catholic School works with National and local guidance: "Preventing and tackling Bullying" DFE 2011 and "Roar like a Lion" Leicester City Anti Bullying guidance.

Definition of Bullying

Bullying can be defined in a number of ways. We define bullying as follows:

Bullying is behaviour which hurts, threatens or frightens someone else. It is the conscious intention to cause hurt and/or participating as a bystander and not acting to address the situation.

Bullying has been described by students as:

- name calling
- teasing
- physical abuse e.g. hitting, pushing, pinching or kicking

- having personal possessions taken
- receiving abusive text messages or e-mails
- being the victim of abusive posts on 'social networking' sites
- being forced to hand over money
- being forced to do something you don't want to do
- being ignored or left out
- being attacked in any way due to religion, gender, sexuality, disability, appearance or racial or ethnic origin
- using a mobile communication device to record or distribute audio/video film showing an act of bullying

Specific Examples of Bullying

Racist Bullying – an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- bringing racist leaflets, comics, magazines
- inciting others to behave in a racist way
- racist graffiti or other written insults, even against food, music, dress or customs
- refusing to co-operate in work or play
- recording an assault on another person e.g. by using a mobile phone

Sexual Bullying – this is generally characterized by:

- abusive name calling
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- sexual innuendos and propositions
- pornographic material, graffiti with sexual content

Sexual Orientation – this can be in the form of:

- homophobic language
- looks and comments about sexual orientation or appearance

SEN or Disability – nationally these students are often at greater risk of bullying. This can be characterized by:

- name-calling, comments with regard to perceived ability and achievement levels

Cyber Bullying – This can involve students receiving threatening or disturbing messages. If this is taking place through electronic means in school. The school Behaviour Policy will be enacted. If this happens outside school parent to be advised to inform the police.

Signs of Bullying

A young person may indicate signs or behaviours that he/she is being bullied. Bullying should always be considered as a possibility and should be investigated thoroughly. Adults should be aware of these possible signs and should act on them:

- does not want to travel on the school bus or public transport to and from school
- is unwilling to attend school
- attempts to truant or run away from home
- becomes withdrawn, anxious or lacking in confidence
- attempts or threatens suicide
- cries at night or has nightmares
- shows a pattern of minor ailments, unexplained cuts or bruises
- begins to underperform in school
- comes home with clothes torn/missing or possessions are damaged/missing
- asks for money or begins stealing
- begins excessively disruptive, aggressive or unreasonable
- is bullying other people
- shows a change of eating pattern
- gives improbable excuses for any of the above

Adults

All employees of English Martyrs are expected to be aware that they all have a responsibility to look for signs of bullying in young people and act appropriately when they see them. This policy is made available to all staff and is on the school website. Staff receive training annually alongside the Child Protection training.

Adults themselves may indicate by signs or behaviour that he/she is being bullied. These signs and behaviours could indicate other problems but bullying should be considered as a possibility and should be investigated. Concerns should be reported to a member of SLT.

Signs might include:

- significant changes in normal behaviour or attitude
- is upset
- is angry
- is withdrawn
- is depressed
- appears frightened or subdued in the presence of particular people
- has unexplained illness
- claims to feel unwell on a regular basis
- is having regular sleepless nights

Aims of the Policy

It is expected that all members of the English Martyrs school community, recognizes that bullying is unacceptable and everyone will be aware of the school policy on bullying, our school Code of Conduct and the way in which it relates to our **mission statement**.

At English Martyrs' we will aim to ensure that all students:

- receive an education that is free from humiliation, oppression or abuse, either physical or psychological in nature
- are taught in an atmosphere which is safe, caring and protective
- share in the life of Christ by treating others in the community with love and respect
- expect Christian values to be reinforced across the curriculum, demonstrating the care that staff have for the welfare of students in their charge
- will be made aware of the range of actions that can constitute bullying and actively encouraged to report such incidents

School Statement of Intent

At English Martyrs we believe that:

- we are all made in God's image and likeness and so are all equal
- bullying is wrong and unacceptable
- bullying is a problem to which solutions can be found
- seeking help and openness are regarded as signs of strength not weakness
- all members of the school community will be listened to and taken seriously
- everyone has the right to work and learn in an atmosphere that is free from fear
- all of us have a responsibility to ensure that we do not abuse or bully others
- young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously
- we all have a duty to work together to protect vulnerable individuals from bullying and forms of abuse

Objectives

- to ensure all parents and students have received and had opportunity to comment upon the school anti-bullying policy
- to maintain and develop effective listening systems for students and staff with the school
- to involve all staff in dealing with incidents of bullying effectively and promptly
- to equip all staff with the skills necessary to deal with bullying
- communicate with parents and the wider school community effectively on the subject of bullying
- to ensure that all incidents of bullying are recorded and appropriate use is made of the information and where appropriate shared with relevant organizations

Code of Conduct (with regard to school behaviour and relationships within the school community)

We recognize that all adults in the school are in effect role models for the students. The way in which we behave towards each other and to students is particularly important in terms of providing positive role models. Therefore, as adults we must:

- show respect for every student and other colleagues within the school community as individuals
- be aware of vulnerable students
- criticize the behaviour rather than the student
- avoid favouritism
- be seen to be fair
- avoid labelling
- have high expectations of students
- never give students a reason to victimise each other
- actively seek to promote the praise culture within the school

Young people also have a responsibility to role model appropriate behaviour for their peers. We therefore believe that all students must:

- show respect for their fellow students and adults working within the school community
- support and be sensitive to others when they may be feeling vulnerable
- actively seek to develop a praise culture within the school
- actively support the school anti-bullying policy
- take responsibility for their own behaviour

Equal Opportunities

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from policies and procedures.

School Procedures including Sanctions

Students are encouraged to self refer for support using the school systems. When an act of bullying is reported or suspected

- the matter will be fully investigated
- the students involved will be required to express (in writing where appropriate) their perception of the facts and their feelings regarding the incident/s and outcome
- initially victims and the bully will be interviewed separately
- any witnesses will also be interviewed
- where appropriate parents will be invited to school
- a record will be kept of each incident
- action will be taken which will support both victim and bully and reflect the nature of the incidents

- reconciliation can include:
 - an appropriate letter of apology
 - detention
 - isolation
 - financial compensation for property damaged or stolen
- Pastoral staff will conduct a follow up meeting.

Strategies to Reduce Bullying

The school has a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies including:

- details in the school diary of what students should do if they are being bullied
- information on bullying available in the school library
- Request for Support boxes are accessible around the school, including one outside Pastoral Support
- ChildLine numbers are accessible for students in the diaries
- guest speaker and theatre groups will be used whenever possible to reinforce the negative impact of bullying
- English Martyrs' staff input on bullying in assemblies during Anti Bullying Week.
- parents can view the anti-bullying policy on the school website and are asked to keep records of any alleged bullying and encouraged to contact the school
- staff will annually receive inset on bullying
- peer group mentoring through the Pastoral Support system in school
- following on from sanctions put in place for bullying, students will be paced on a Reflection programme (compulsory) which will take place over a 4 week period on a designated night. This will be led by a Pastoral worker (behaviour) to address the behaviours of bullying and to allow students involved to reflect on the impact of this behaviour.

Monitoring Arrangements

The views of students and staff will be used to make changes and improvements to the policy on an ongoing basis. The student council and parent focus group will be consulted regularly and amendments made to this policy following these consultations

Role of students in recording a bullying incident

Follow the advice given in the school diary on reporting and dealing with bullying incidents.

Advice for young people

You must tell someone. Use the Request for Support slip and your named member of staff will arrange to see you confidentially to discuss your concerns. All bullying will be fully investigated and dealt with. If you feel you are being bullied

- tell an adult or somebody you trust what has happened straight away
- get away from the situation as quickly as possible
- try to stay calm and look as confident as you can
- be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel

After you have been bullied

- tell a teacher or another adult you trust within school
- tell your family
- if you are scared to tell a teacher or adult on your own, ask a friend to go with you
- keep on speaking until someone listens and does something to stop the bullying
- don't blame yourself for what has happened

When you are talking to an adult about bullying

Be clear about

- what has happened to you
- how often it has happened
- who was involved
- who saw what was happening
- where it happened
- what you have done about it already

If you experience bullying by mobile phone text messages, e-mail or from any other social networking site.

- tell a friend, parent or teacher
- be careful who you give your mobile phone number or e-mail address to
- make a note of exactly when a threatening message was sent

Advice for parents/carers

If you suspect your child is being bullied reassure them of your support and contact the school immediately

Try to get your child to write in as much detail about what has been going on. Dates and times are very helpful to the investigation.

Expect the school to be in touch with you to keep you updated, be prepared to be asked in to attend a meeting to discuss things.

When talking with teachers about bullying:

- try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied
- be as specific as possible about what your child says has happened, give dates, places and names of other children involved
- make a note of what action the school intends to take
- ask if there is anything you can do to help your child or the school
- stay in touch with the school and let them know if things improve as well as if problems continue

If your child is bullying others:

- talk with your child and explain that what he/she is doing is wrong and it makes other children unhappy
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- show your child how he/she can join in with other children without bullying
- make an appointment to see your child's tutor or Head of Year and explain the problems your child is experiencing as well as discussing how you can work together to stop him/her bullying others
- regularly check with your child how things are going at school
- give your child lots of praise and encouragement when he/she is co-operative or kind to other people

If your child is experiencing any form of electronic bullying:

- ensure your child is careful whom they give their mobile phone number and e-mail address to check the social networking sites when this may be taking place
- check exactly when a threatening message was sent
- where necessary report incidents to the police

Advice for staff

- Take all claims of bullying seriously.
- If a student has named you on their Request for Support slip, you should arrange to see them within 24 hours of receiving the slip. See a member of SLT if you need help arranging this meeting.
- Expect to be involved in the investigation if asked. Dealing with Bullying is not just the job of the Pastoral staff.

Parentline Plus

Telephone number 0808 800 2222

(National helpline for parents Monday – Friday 9.00 am – 9.00 pm, Saturday 9.30 am – 5.00 pm, Sunday 10.00 am – 3.00 pm)

Useful websites regarding bullying in schools

BBC Bullying Survival Guide www.bbc.co.uk/education/bullyin/index.htm

Provides information, guidelines for dealing with all aspects of bullying, a help and resources list and accounts of celebrities who were bullied when they were at school

Childline www.childline.org.uk

Gives advice and support for victims, schools and parents

Bullying Online www.bullying.co.uk

A registered charity dedicated to stopping cruelty to children

Bullyweb www.uclan.ac.uk/facs/science/psycho/bully.htm

A research site with links to other sites on bullying

Peer Support Networker www.peersupport.co.uk

Bibliography

DFES Guidance – Bully Don't Suffer in Silence – Updated September 2002

Childline – Bullying Information for Teachers and Professionals

Ofstead – Bullying: Effective Action in Secondary Schools – 2003