



St Bede's

Catholic School
& Sixth Form College

WHOLE SCHOOL POLICY ON THE PREVENTION OF BULLYING AND PREJUDICE RELATED INCIDENTS

Governing Body Approval : Full Governing Body	
Name:	Signature:
Date:	10.10.18
Review Date	Autumn Term 2020 - 2021

WHOLE SCHOOL POLICY ON THE PREVENTION OF BULLYING AND PREJUDICE RELATED INCIDENTS.

School Name: St Bede's Catholic School and Sixth Form College

Consultation that has taken place: ongoing with KH and pupil group

Date revised Policy initially approved by Governors: Spring Term 2010

Date this revision becomes effective: Autumn Term 2016/2017.

Review Date(s): Spring Term 2014/2015, autumn term 16/17,17/18,18/19.

Person(s) responsible for implementation and monitoring: KH/IM – Gvnr link MG

Other relevant policies e.g. Safeguarding Policies, Behavioural Policy, PSHE Policy, Radicalisation Policy, Health and Safety Policy, Recording Racist Incidents Procedures, Race Equality Regulations. Equality and Diversity Policy

School Mission Statement

The mission of St. Bede's Catholic School and Sixth Form College is to create an atmosphere of Catholic values, attitudes, practice and knowledge such that all children will have the opportunity for their faith to be nurtured. Thus they will be able to widen and deepen themselves as people in preparation for this life and for the life to come.

St Bede's Aims and Values

St Bede's aims to be a community inspired by CHRIST to serve others.

Common Good

To promote a spirit of charity, social justice, global stewardship and concern for others leading to a contribution to the common good.

Hope

To be an educational community built on foundations of faith, hope and love, which reflects Christ's message of compassion, solidarity and forgiveness.

Respect

To build a community of mutual respect working towards a common understanding of high standards of behaviour, good manners and individual accountability, as well as encouraging students to make responsible and positive choices.

Inspiration

To be a caring, supportive and inclusive community inspired by Christ, recognised by our love of God and of our neighbour whilst nurturing qualities of resilience, determination, ambition, courage and commitment, in order to live fulfilling and purposeful lives.

Service

To follow Christ's example of serving others, in a climate of kindness, humility, friendship and cooperation.

Talents

To encourage all members of the community to foster a love of life-long learning so that they can use their talents to the full, pursuing excellence in all things and in doing so, bring Christ to each other.

Introduction

St. Bede's school has a long-standing commitment to the prevention of bullying and prejudice related incidents. We believe that every member of our school is entitled to be 'equally valued', 'treated in a way that accepts that we are individuals and have separate needs', and are 'provided with a safe environment to learn and to teach': all of which are our school aims.

The Purpose of the Policy and Guidelines is to:

- Support the concept of school improvement by ensuring that the ethos and climate enables all pupils and staff to give of their best;
- Enable the Governing Body to respond to recent legislation and best guidance in the field of equality of opportunity;
- Provide a clear framework for action in relation to bullying and prejudice related incidents.

Statement of Policy

St. Bede's School believes that bullying and prejudice related incidents, whether between child and child, adult and child or adult and adult, are inappropriate social interactions which can have long term damaging effects upon both the victim and the perpetrator.

We are committed to implementing the requirements of the Equality Act (2010), which covers seven "protected characteristics":

- Disability.
- Race.
- Pregnancy and Maternity.
- Race (Ethnicity).
- Religion or belief.
- Sex.
- Sexual Orientation.

The emotional distress caused by bullying and prejudice related incidents in whatever form, can lead to lateness and truancy, thereby leading to the inevitable lack of achievement and development.

Bullying is usually part of a pattern of behaviour rather than an isolated incident. We are aware of this and our pupils are encouraged to report any bullying to the school designated Anti- Bullying Officer, Form Tutor, Welfare and Development Officer, Assistant Headteacher (Student Support), Education Support Staff, Chair of Children's Committee.

All staff will be alert to the signs of bullying and alleged bullying incidents and act promptly and firmly, as we are more than aware that pupils see failure to respond to incidents or allegations as tolerating bullying.

Bullying incidents will be co-ordinated and logged by the Student Support Team. At all stages, documentation must be clear and confidential and filed by the appropriate Welfare and Development Officer.

When an incident or an alleged incident is observed or reported, the victim must be listened to in an appropriate setting where every effort will be made to establish the facts. An outline of the facts must be carefully recorded.

The member of staff involved must pass on the record of the incident to the Welfare and Development Officer and the Form Tutor as soon as possible after the event.

The Welfare and Development Officer should interview the individuals involved and allow them to provide an independent written account of the incident.

If it is agreed that bullying has occurred, then the parents must be informed of the serious nature of the offence. In serious cases, exclusion is the required sanction. This course of action will only take place when all of the facts have been established and discussed by the Senior Assistant Headteacher – Student Support and the Student Support Team.

St. Bede's School recognises that the ethos and atmosphere of the school can affect the amount of bullying that occurs. In developing our whole school policy on bullying and prejudice related incidents we are aware of the importance of the following:

- **Encouraging a listening, telling and believing environment where the concerns of the individual are taken seriously and dealt with appropriately;**
- **Encouraging the view of the school as a community where each individual has an important and valued role to play;**
- **Promoting and encouraging mutual respect;**
- **Adults providing good role models of behaviour for pupils;**
- **Consistent use of clearly defined procedures for dealing with any inappropriate social behaviour;**
- **Providing a positive learning and teaching environment and appropriate curriculum for all pupils.**

Aims

St. Bede's School seeks to provide a safe, secure and positive environment in which young people can develop and grow, making full use of the range of opportunities available to them.

Pupils and the adults working with them are entitled to be treated with respect and understanding. They should be able to participate in any activity free from intimidation, bullying and harassment, that may include cyber bullying, bullying related to SEND, sexual orientation, sex, race, religion and belief or gender.

St. Bede's School will:

- Actively listen to our pupils;
- Act appropriately on information received;

in order to ensure that a safe, secure and positive environment exists.

St. Bede's Definition of Bullying

Bullying may be defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying may or may not be because of "protected characteristics".

Prejudice related incidents are one off incidents related to a protected characteristic, which may or may not be directed at an individual. They may or may not be carried out with the intention to harm or cause offence.

Central to the definition of bullying are the extent and motivation of the perpetrators, which will primarily be to exert power over another in order to cause distress. They often operate behind a "wall of fear" and therefore can easily escape detection if bullying incidents are not reported. Therefore, we must create a culture arising out of a listening and reporting within a safe environment.

Intrinsic to all this, is educating our pupils about bullying. Young people often say 'It was just a joke', not knowing or realising the impact that their behaviour has on another pupil.

Bullying (including prejudice related bullying) can take many forms including: name calling, threatening, humiliation, playing tricks and pranks, spitting, hitting, pushing, jostling and "accidentally" bumping into someone, damaging or taking belonging, malicious messages via text and e-communication generally (Facebook), alienation, spreading hurtful and untrue rumours.

These behaviours can be verbal and non-verbal involving body language, gesture and facial expression. Non-verbal behaviours can be as hurtful and intimidating as those that involve abusive language and must be recorded.

In the case of any prejudice related incident, it is always important to not only focus on what has been done, either intentionally or unintentionally, but also to focus on the impact that the incident has had and the impression it has made, on an individual or group.

Objectives and Principles of the Policy

We consistently seek to challenge bullies and attempt at all times to eliminate bullying.

Our pupils are regularly encouraged to share their views and tell someone if there is a problem. Parents are also encouraged to contact us at any time if they think there is a bullying problem.

At St. Bede's, we ensure that pupils have somebody they trust to talk to. Pupils are encouraged to tell the truth and help each other and this ethos is prominent in PSHE, the School Council as well as subjects across the curriculum. Support Staff are available to address bullying concerns and the school has a designated Anti-Bullying Officer and dedicated, experienced pastoral teams.

We endeavour to address all of the following issues in an attempt to tackle bullying effectively:

- Bullying of a physical nature will not be tolerated;
- Cyber bullying or inappropriate use of social media, of any nature will not be tolerated;
- Bullying of a sexual nature, including sexual harassment will not be tolerated. (PHSE work is implemented in order to foster appropriate and responsible behaviour and deter offensive behaviour).
- Homophobic abuse, harassment and bullying (e.g. name-calling, derogatory jokes, graffiti, unacceptable or unwanted behaviour, intrusive questions) will not be tolerated, and will be dealt with under the appropriate procedure.
- Bullying of a verbal or psychological nature will not be tolerated;
- All prejudice related incidents are recorded and parents and governors are informed of action taken. The Governing Body of St. Bede's will inform the LA annually of the pattern and frequency of any prejudice related incidents.

Cross reference School Behaviour and Discipline Policy.

Expectations

Raising Awareness

The awareness of the problems associated with bullying and its anti-social, anti-school nature must be raised at every opportunity but especially through:

- Assemblies/collective worship
- PHSE programme

Inc. awareness of British Values

- Parents' Evenings
- General class/pupil management
- Our Code of Behaviour, Code of Conduct
- Behaviour Policy
- Home/School links
- Bullying Awareness Week (refer to attached)
- Advertising around the school
- Anti-Bullying Officer
- School Counselling support
- School Council
- Parental training sessions

St. Bede's School and the Governing Body expect that:

- All members of our community are alert for the signs of bullying and prejudice related incidents;
- The issue of bullying should be discussed openly and regularly;
- Strong education programmes are embedded in the curriculum to ensure that pupils and staff understand the mechanisms for reporting incidents.
- Close links should be developed and strengthened with our external agencies which might help reduce bullying behaviour;
- Members of our community should be committed to taking effective and appropriate action in dealing with bullying and prejudice related incidents;
- Appropriate mechanisms are in place to support victims and investigate incidents;
- Appropriate counselling, training and support are in place to re-educate the perpetrators.

Parents of our Pupils are entitled to expect that:

- Their children will be educated in an atmosphere which is safe and caring;
- The school will take all reasonable steps to prevent bullying and prejudice related incidents occurring;
- Any bullying incident which is reported will be investigated and dealt with according to our Behavioural Policy.

Procedures

All members of our community are entitled to work in an environment that meets their individual needs and develops them to their full potential.

All members of our community are entitled to full access to a broad and balanced curriculum that reflects our ethos and values and celebrates diversity within the school and within society locally, regionally, nationally and internationally.

All of the pupils at St. Bede's have the right to enjoy school life to the fullest possible extent, and have equality of access to the curriculum in order to

benefit from the education we offer. Consequently, we will endeavour to create a learning and teaching environment which is safe and caring; provides challenges without being threatening; encourages them to feel secure; values their opinions and involves them, where appropriate, in the determining of school rules and policy; shows an awareness of their needs and attempt to meet them.

When one of our pupils claims to have been bullied or is suspected of being bullied, he/she will be listened to and every effort will be made to establish the facts.

Appropriate action will be taken to address the pupil's concerns to ensure that there is no recurrence. The subsequent action taken will be made clear to the pupil and parents. The perpetrator can also expect to go through a similar procedure adopting.

Monitoring and Evaluation

This policy will be monitored and reviewed annually.

This policy was initially reviewed by SIG GVR/IM - Autumn Term 2012/2013.

Further review Autumn Term 2018/2019 by FGB.