Salvatorian College

ANTI-BULLYING POLICY

"My commandment is this: love one another just as I love you." John 15:12

Updated	Reviewed by	Approved date	Next review due
04/06/2025	PWEASI		Summer Term 2027
28/06/2023	Full Governing Board		Easter Term 2024
09/2021			

INTRODUCTION

Salvatorian College is a community where we strive to live by Gospel values. We also want to ensure that pupils are given opportunities to cultivate virtues leading them to be happy, confident and well-rounded individuals who make meaningful contributions within the school community and the wider society. Mutual respect and love for our neighbor underpin our philosophy. We are committed to providing a safe and supportive environment for all our students, allowing all to learn in an atmosphere free of intimidation, denigration, violence and discrimination. Bullying is not acceptable or tolerated within such an environment and the governors will be determined that any bullying allegations are responded to swiftly; thoroughly investigated and if substantiated, dealt with efficiently, robustly and with proportionate sanctions and interventions. We expect our staff to understand and be conversant with our stance on bullying and we will train staff appropriately. Any disciplinary response to bullying will take account of special educational needs, disabilities, or extenuating circumstances that the pupils involved may have.

This policy aligns with the school's duty to safeguard and promote the welfare of children under the Children Act 1989 and 2004, the Education and Inspections Act 2006, and the Equality Act 2010. It is underpinned by the Department for Education's guidance: Preventing and Tackling Bullying (2017) and Keeping Children Safe in Education (2023).

AIMS OF THIS POLICY

1. To set out a definition and examples of what might be termed 'bullying behaviour'.
2. To identify, broadly, how the School might respond to the aggressor and victim.
3. To indicate how information about bullying might be disseminated to students, staff, governors and other stakeholders.
4. To indicate, broadly, systems whereby staff and students will be trained to recognise and respond to bullying.
5. To outline the broad principles relating to monitoring and dealing with incidents of bullying.

DEFINITION OF BULLYING BEHAVIOUR?

We define bullying as a repeated or persistent attempt by one person or group to exert control in an anti-social and detrimental way over another person or group. Bullying behaviour is part of peer-on-peer abuse which is any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between children, and within children's relationships (both intimate and non-intimate), friendships, and wider peer associations. Bullying behaviour is unpleasant and involves dominance and abuse of power. It is often but not necessarily premeditated and usually forms a sustained pattern of behaviour rather than being an isolated incident.

As there are many forms of bullying, our policy is to examine each incident individually and decide on the appropriate action in each case.

Examples of different types of bullying (also listed in the Student Journal) include:

- Physically hurting someone else
- Making threats
- Stopping someone from walking past
- Making someone give you money
- Getting people into trouble for something they did not do
- Frightening another person
- Deliberately cutting people out of conversations or refusing to talk to them
- Verbal abuse
- Making hurtful personal remarks
- Making comments over social media networks

- Making racist, sexist or homophobic comments
- Calling people names because of their religion
- Interfering with other people's property

WHERE CAN BULLYING HAPPEN?

Bullying behaviour is often hidden and involves subtle or covert threats. It can happen:

- on the way to, or back from school;
- in the playground;
- in the toilets;
- in the classroom or corridors;
- in the canteen; or, over the internet or via social media.

Cyberbullying involves the use of digital technologies to threaten, harass or humiliate. This includes harmful messages, sharing of images or videos without consent, impersonation, and spreading false information. Cyberbullying may take place outside school hours but is still subject to school discipline if it impacts the wellbeing or learning of a pupil.

SYMPTOMS DISPLAYED BY CHILDREN BEING BULLIED

Signs that a child may be being bullied include:

- Fall in attendance due either to illness of truancy.
- Truancy from particular lessons.
- Drop in the standard and amount of work
- Child appears withdrawn or depressed.
- Noticeable change in the behaviour of a child.
- Changes in friendship groups.
- Not wanting to sit near or walk past certain pupils.
- Fear of moving around the school alone.

REPORTING AND INVESTIGATION PROCEDURES

All allegations of bullying will be taken seriously and appropriately investigated.

Reports of bullying can be made to:

- A peer mentor
- Any adult member of staff
- The Head of Year
- The Designated Safeguarding Lead (DSL)

All incidents will be logged and monitored on CPOMs. Records will include the investigation, actions taken, outcomes and any follow-up support provided.

SCHOOL GUIDELINES

The school will take seriously allegations of bullying and investigate appropriately keeping appropriate records. We will strive to communicate appropriately with parents/carers of the aggressor and the victim.

RESPONSE TO AGGRESSORS

For the pupil displaying bullying behaviour, we may:

- Request an apology to the victim;
- keep the student in during break and/or lunch;
- change seating in class;
- restrict the access to areas during school hours;
- provide reflective tasks or work on empathy and the impact of bullying;
- initiate a pastoral support plan and involve external agencies;
- use peer mentors with safeguards in place;
- contact parents/carers to seek their support;
- apply sanctions including internal or external exclusions, offsite intervention, or in extreme cases, permanent exclusion.

SUPPORT FOR VICTIMS

- Victims are encouraged to report concerns and will be supported throughout the process.
- We will listen carefully, investigate fully and keep the victim informed.

- We may signpost or support referrals to external support agencies and the police where appropriate
- Reconciliation may be considered, **if appropriate**, with support

PREVENTATIVE MEASURES

We will:

- Anti-bullying is overseen by a senior member of staff. This is Mr Coker, Deputy Headteacher.
- Staff receive training every 2 years to identify and respond to bullying.
- Anti-bullying themes are included in assemblies and the PSHE curriculum.
- Anti-bullying signage is displayed around the school.
- Students are encouraged to speak up – a 'tell an adult immediately' culture is actively promoted.
- Peer mentoring schemes are in place, with proper training and safeguarding oversight.
- Supervision around the school is prioritized during transition times.
- All incidents are logged on CPOMS to identify patterns and support mentoring.

Linked Policies

This policy should be read in conjunction with the:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Complaints Policy

Signed:

A Bryant – Head of School