



CORPUS CHRISTI CATHOLIC HIGH SCHOOL

Together in One Body

ANTI-BULLYING POLICY & APPROACH

Including child-on-child abuse and protected characteristics

April 2022

Anti-Bullying Policy

Introduction

Our vision for Corpus Christi Catholic High School is a vision of Catholic education at its best: an education of the highest quality that enables all children to thrive. We have a very strong Catholic ethos and a strong belief in the unique dignity and unique God-given potential of each individual child; not just the potential to achieve academic success, but the potential to flourish and grow in every way possible. The Anti-Bullying Policy at Corpus Christi Catholic High School reflects this vision, and Gospel Values set the context for the foundation of the policy, which works to ensure that pupils are free from discrimination, child on child abuse and bullying.

This policy links with the school's other policies namely:

- Race Equality
- Safeguarding
- Behaviour
- ICT Use
- Special Educational Needs
- Equal Opportunities
- Staff Related

Principles

Corpus Christi's school motto, 'Together in One Body', encapsulates our attitude towards bullying, in whatever form this may take. We recognise that in order to achieve anything in life it is important that we work together and treat everybody, regardless of gender, sex, race, colour, social conditions, language or religion, in a fair and respectful manner. We also believe in the intrinsic dignity and equality of all human beings.

We are committed to listening to students and staff and providing practical support for anyone who is involved in bullying incidents.

We recognise that there needs to be a consistent approach to anti-bullying and that clear lines of responsibility and accountability must exist.

Staff will receive appropriate training and support to enable them to effectively monitor any bullying and to take the necessary steps in order to address any issues.

Aims

We will:

- To ensure a secure and positive environment free from threat, harassment, or any type of abusive behaviour.
- Create an environment where the protected characteristics of all are free from discrimination and that all are treated equally and fairly.
- To create an environment where all are treated equally, with dignity and respect and that all members of the school community understand that child-on-child abuse is unacceptable.
- Strive to reduce the number of bullying incidents both in and outside of the school environment.
- Work to improve the emotional health and well-being of all students and staff at the school.
- Promote a shared understanding of bullying behaviour and raise awareness amongst staff, parents, carers and our community.
- Provide a secure and robust framework for both managing incidents and preventing

incidents of bullying behaviour in all settings.

- Monitor, evaluate and report on the nature and extent of bullying activity in all of those settings for which we have responsibility.
- Establish effective partnerships to work towards reducing bullying behaviour.
- Develop training and associated awareness-raising materials which will better equip all connected with the school to improve their skills and knowledge regarding bullying.

Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Bullying usually falls into two categories:

1. Emotionally harmful behaviour, such as taunting, spreading hurtful rumours and excluding people from groups, or cyber bullying;
2. Physically harmful behaviour, such as kicking, hitting, pushing or other forms of physically abusive behaviour.

The behaviour constitutes bullying if any or all of the following apply:

- It is repetitive, wilful or persistent;
- It is intentionally harmful, carried out by an individual or group;
- There is an imbalance of power leaving the person who is bullied feeling defenceless.

It is also important to note that bullying behaviour may occur anywhere and everywhere – in the school, on transport to and from the school, in the pupils' own communities and online.

Students are bullied for a variety of reasons. Specific types of bullying include:

- Bullying related to race, religion or culture
- Bullying related to SEN or disabilities
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

The school recognises that it is not bullying when children are having an argument and there is no imbalance of power.

As a matter of course, it is expected that all adults working at Corpus Christi will ensure that they do what is reasonable in the circumstances to safeguard and promote the welfare of the students at the school. To do nothing is unacceptable.

Definition of child-on-child abuse

Child on child abuse is hurtful, unkind or threatening behaviour which is deliberate and repeated. Child on child abuse can be carried out by an individual or a group of people towards another individual or group, where the abuser or abusers hold more power than those being abused. If child on child abuse is allowed it harms the perpetrator, the target and the whole school community as we strive to foster secure and positive environment.

The nature of child-on-child abuse can be:

- physical (e.g., hitting, kicking, pushing or inappropriate/unwanted physical contact)
- verbal (e.g., name calling, ridicule, comments)
- Online (messaging, social media, email)
- Emotional/indirect/segregation (e.g., excluding someone, spreading rumours)
- Visual/ written (easy graffiti, gestures, wearing racist Insignia)
- Damage personal property
- Threats with a weapon
- Theft or extortion
- Persistent child on child abuse

Peer on peer abuse can be based on any of the following things:

- Race (racist abuse)
- Sexual orientation (homophobic or biphobic)
- Special educational need or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist abuse)
- Appearance or health conditions
- Religion or belief
- Related to home for personal circumstances
- Related to being a member of an identified vulnerable group

Discrimination

It is against the law to discriminate against anybody for any of the protected characteristics below. As referenced in our mission statement as a Catholic School we believe in maintaining the intrinsic dignity of all members of our community.

The protected characteristics of all pupils and staff at Corpus Christi are as below:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

Any incidents of discrimination/bullying or unkindness whereby a member of our school community has been targeted for any protected characteristic will be dealt with in the same manner. As a Catholic school we believe that all people were created in the image of God and all members of the school community should be treated with respect and dignity regardless of their characteristics.

Policy Application

This policy applies to all adults and students working at Corpus Christi Catholic High School. The policy addresses child-on-child, adult-on-child, child-on-adult bullying behaviour. For bullying involving adults the school has a separate policy.

The policy applies both within the community of Corpus Christi Catholic High School and also within the students' own communities and applies at all times of the year, including holidays.

Procedures for reporting bullying behaviour

If a pupil is a victim of bullying or witnesses bullying, they are expected to report it as soon as possible to an adult at the school. Alternatively, they can report it anonymously online via the school's reporting system for bullying. We are committed to raising awareness of any form of bullying and how we can work together to ensure that all members of our community feel safe.

If students are victims of bullying or witness bullying, they must be encouraged to report it as soon as possible to an adult at the School. This can be done in a range of ways:

- Verbally to a member of staff
- Verbally to a Prefect or Bus Prefect (training will be provided for these students in order that they understand what they must do if bullying is reported to them)
- Via the report@ccc.lancs.sch.uk email address (if pupils feel unable to discuss verbally with staff directly)

Once reported, it is important that the information is logged on the tracking document and/or Synergy as a bullying incident and that the Head of Year is notified of the incident.

The Head of Year will then:

- Co-ordinate the interviewing of all parties concerned and keep parents informed of the situation;
- Depending on the seriousness of the situation, impose a range of sanctions on the perpetrator of the bullying. These may include detentions, loss of privileges, or exclusion from school.
- All records of actions taken will be recorded on the bullying tracking document and safeguard software where applicable.

If the perpetrator of the bullying or the victim of bullying is:

- On the Special Educational Needs register, Miss Bell (SENDSCO) must be informed.
- A Looked After Child, Mrs Sutcliffe (responsible for Looked After Children) must be informed.
- Creating a concern that the bullying constitutes a Child Protection issue, Mrs Sutcliffe (Designated Safeguarding Lead) must be informed.

These staff will then take the appropriate action depending on the circumstances involved.

If staff have any concerns regarding the bullying of a pupil, they must report the incident to the pupil's Head of Year. If parents have any concerns regarding bullying, they should report the matter to their child's Head of Year. In both cases, the above actions must then be followed.

Support will be given to the victim of the bullying through the involvement of pastoral support in School.

It is also recognised that advice and guidance will be needed to be given to the perpetrator of the bullying in order that they can learn to amend their inappropriate behaviour.

One of the ways in which a successful outcome to the issue is achieved is through the restorative justice procedure. This will be done through staff who have undergone the necessary training in relation to this approach.

The subsequent follow up and tracking of bullying and unkindness between pupils is of paramount importance. The tracking document focus on the following aspects of incidents related to bullying and/or unkindness:

- Follow up and monitoring of victim's wellbeing.
- Follow up and monitoring of aggressor's conduct.
- Support for victims and aggressors.
- Ensuring accountability of leaders and pastoral members of staff regarding the tracking of these incidents.
- To highlight patterns of behaviour regarding both victim and aggressor.
- To safeguard pupils' welfare at Corpus Christi.

It is crucial that following an incident the details are entered into the document for the Year group concerned immediately, ensuring that there is no delay in the rigorous tracking of incidents.

If it is felt appropriate by the Head of Year, other agencies may be involved in helping both the perpetrator and the victim of the bullying incident. This could take the form of the involvement of:

- The Police
- Counselling Services
- Chaplain

Raising Awareness of Bullying

The school is committed to raising awareness of any form of bullying and how we can work together to ensure that all members of our community feel safe. In order to achieve this, we will:

- Always model appropriate behaviour towards each other as staff;
- Highlight the different types of bullying and the harm it can cause in form time, assemblies, CPSHE lessons and all curricular/extra-curricular activities;
- Inform all members of the community how they can report bullying;
- Have special events in school on the theme of bullying, such as Extended Learning Days.

Reporting – Roles and Responsibilities

Staff:

- All staff have a duty to challenge child-on-child abuse and bullying, (including homophobic, biphobic and transphobic abuse, derogatory language), to report child-on-child abuse, be vigilant to signs of child-on-child abuse and play an active role in the school's efforts to prevent child-on-child abuse. Pastoral staff will take the lead in dealing with allegations of child-on-child abuse, bullying or on kindness.

Senior Leaders and Headteacher:

- The senior leadership team and head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and the school upholds its duty to promote the safety and well-being of all pupils.

Parents and carers:

- Parents and carers also have a responsibility to look out for signs of child-on-child abuse (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report any incident of child-on-child abuse.

Pupils:

- People should not take part in any kind of child-on-child abuse and should watch out for the signs of child-on-child abuse amongst their peers. People should never be bystanders to incidents of child-on-child abuse - support to the victim encouraged them to report it.

Implementation of the Policy

The responsibility for the implementation of the policy rests with the Headteacher of the School. He will set the tone and ethos by which the school operates and ensure that actions are taken when bullying occurs. It is the responsibility of all staff to ensure that bullying does not go unchecked, and the Senior Leadership Team, Heads of Year and Pastoral Support Officers have key roles to play.

Monitoring the anti-bullying process

It is the responsibility of the five Heads of Year to establish baseline data for the incidents of bullying in the school. They will ensure that logged incidents are followed through and monitored as follows:

- Teacher witnesses or is informed of unkindness or a bullying incident.
- Could be resolved by the teacher where appropriate but **MUST** be logged on Synergy under 'For Information' using the category: bullying/Unkindness. Once logged, it will be sent to the relevant Head of Year and PSO to add to the tracking document. Staff will then take the necessary measures to investigate further if needed and contact Parents/Carers.
- Initial contact must be made with the victim within the school day that it is reported to ensure the welfare of the pupil and must be investigated and resolved no later than a 24-hour period. HOY/PSO must then check, depending on the type of incident, that no further issues have occurred since the perpetrator of the bullying was spoken to or sanctioned as a result of their behaviour.
- PSO/HOY will check with the victim daily for two weeks following the incident to ensure the on-going welfare of the pupil.
- PSO/HOY will ensure parents are updated regarding their child's progress at the end of every week during the monitoring period and/or immediately upon a recurrence of bullying/Unkindness towards their child.

This will be overseen by Mr Wilson, Assistant Headteacher.

Opinions will also be canvassed about the effectiveness of the policy through Pupil and Parent Voice and using the School Council meetings. Any feedback on areas where our processes could be improved will then be reported to the Headteacher and/or Mr Wilson.

Review of Policy

The policy will be reviewed at least on an annual basis through extended leadership meetings and any amendments/actions will be reported to the Governors at the Autumn meeting of the Student and Welfare Committee.

Date last reviewed: April 2022 Next Review due: Summer Term SEC meeting 2023

Signed:



Headteacher - *Mr J. Hankin*

Signed:



On behalf of the Governors - *Mrs J. Butterworth*