



ST PHILIP HOWARD CATHOLIC HIGH SCHOOL

ANTI-BULLYING POLICY (INCLUDING CYBER- BULLYING

Approved: ACE 6th October 2015

Review due: Autumn 2018

Aim

1. The aim of this Policy is to state the school's position in regard to bullying (including cyberbullying), to explain what action the School takes to prevent bullying in any form and to explain the procedures to be followed in the event of a reported bullying incident.

Introduction

2. At St Philip Howard, our community is based on respect, good manners and fair play. We are committed to providing a safe and caring environment that is free from disruption, violence and any form of harassment so each member of staff and every one of our pupils can develop his/her full potential. We expect our staff and pupils to treat each other with courtesy and co-operation so that they can learn in a relaxed; but orderly atmosphere. All staff and pupils should care for and support each other.
3. St Philip Howard prides itself on its respect and mutual acceptance. Parents/guardians have an important role in supporting SPH in maintaining high standards of behaviour. It is essential that school and homes have consistent expectations of behaviour and that they co-operate closely together. Acceptance of this policy forms part of our standard terms and conditions.
4. Bullying, harassment and victimisation and discrimination will not be tolerated. We treat all our pupils and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the school. Any kind of bullying is unacceptable.
5. This policy has been devised with reference to The Equality Act 2010 and DfE *Preventing and Tackling Bullying; Advice for Headteachers, staff and governing bodies* as well as the DfE document, 'Cyberbullying: Advice for Headteachers & School Staff'.

PHABB

PHABB (Philip Howard Against Bullying Behaviour) continues to run in school providing adult and peer support.

Definition of bullying

6. Bullying may be defined as the intentional hurting, harming or humiliating of another person by physical (including sexual), verbal (including via social media sites and SMS messages), and emotional means (by excluding, tormenting or spreading malicious rumours). It can involve manipulating a third party to tease to torment someone. It can involve complicity that falls short of direct participation. Bullying is often hidden and subtle. It can also be overt and intimidatory.
7. Bullying may involve actions or comments that are racist, cultural homophobic, which focus on disabilities or other physical attributes (such as hair colour or body shape). Bullying can happen anywhere and at any time and can cause psychological damage. We always treat it very seriously. It conflicts sharply with the school's policy on equal opportunities, as well as with its social and moral principles.

Signs of bullying

8. Changes in behaviour that may indicate that a pupil is being bullied include:

- * unwillingness to come to school;
 - * displays of excessive anxiety, becoming withdrawn or unusually quiet;
 - * failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others;
 - * books, bags and other belongings suddenly going missing, or are damaged;
 - * changes to established habits (e.g. giving up music lessons, change to accent or vocabulary);
 - * diminished levels of self-confidence;
 - * frequent visits to the school nurse with symptoms such as stomach pains and headaches;
 - * unexplained cuts and bruises;
 - * frequent absence, erratic attendance, late arrival to class;
 - * choosing the company of adults;
 - * displaying repressed body language and poor eye contact;
 - * displaying inappropriate/bullying behaviour towards others
 - * unwillingness to discuss any problem for fear of recrimination;
 - * difficulty in sleeping, experiences nightmares and
 - * talking of suicide or running away.
9. Although there may be other causes for some of the above symptoms, a repetition of, or a combination of these possible signs of bullying should be investigated by parents and teachers.

Preventative measures

11. This code of conduct is reinforced regularly:

- * we use appropriate assemblies to explain the school policy on bullying. Our PSHE programme is structured to give pupils an awareness of their social and moral responsibilities as they progress through the school. The programme is structured to enforce the message about community involvement and taking care of each other and what action to take if pupils believe someone is being bullied. The school handbook, issued each year, also includes the St Philip Howard Anti-Bullying policy;
- * other lessons, particularly RS, English and Drama highlight the issue of bullying and reinforce this message by teaching moral and spiritual values that show bullying to be unacceptable and by developing social skills;
- * all our pupils are encouraged to tell a member of staff at once if they know that bullying is taking place;
- * staff are regularly trained and know the School's policy on how to deal with bullying;
- * all reported incidents are recorded and investigated at once. We always monitor reported incidents;
- * we have a strong and experienced pastoral team of Form Tutors and Heads of Year, who support the Leadership Team and are trained in handling any incidents as an immediate priority, and are alert to the possible signs of bullying;
- * our pastoral team gives support and guidance to other staff on handling and reporting incidents;

- * our trained School Counsellors are an important part of our pastoral support service, providing specialist skills of assessment and counselling. They are available to give confidential advice and counselling support to pupils who can refer themselves to them when they have social, emotional or behavioural concerns. On occasion, a member of our pastoral team may also refer a pupil to one of the School Counsellors;
- * the School Chaplain will give support and guidance to pupils of all faiths who are able to refer themselves to her; perhaps at a time of family break-up, sickness or bereavement, the Chaplain will provide confidential advice and seek to encourage the development of tolerance, understanding and respect for others in the SPH community;
- * staff are always on duty at times when pupils are not in class and patrol the school site, particularly areas where bullying might occur. They are trained to be alert to inappropriate language or behaviour;
- * our medical room displays advice on where pupils can seek help, including details of confidential help lines and web sites connecting to external specialists such as Childline, Kidscape, Get Connected, Samaritans who operate a peer counselling service;
- * we operate a “Peer Mentoring” scheme, whereby Sixth Form peer mentors work with specifically identified and allocated students. The sixth former has to apply of the position and undergoes training before being matched to students. They usually meet with them weekly in tutor time;
- * we reserve the right to investigate incidents that take place outside school hours, on school visits and trips and that occur in the vicinity of the school, involving our pupils
- * we welcome feedback from parents and guardians on the effectiveness of our preventative measures.

Cyberbullying – definition

12. Mr Bill Belsey, the creator of the website: <http://www.cyberbullying.org/> defined this unpleasant phenomenon in the following terms:
“Cyberbullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others.”
13. Cyberbullying can involve: Social Networking Sites like Facebook and Twitter, emails and mobile phones used for SMS messages and as cameras.

Cyberbullying – preventative measures

14. In addition to the preventative measures described above, St Philip Howard:
 - * expects all pupils to adhere to its Charter for the safe use of the internet. Certain sites are blocked by our filtering system and our IT Department monitors pupils’ use;
 - * may impose sanctions for the misuse, or attempted misuse of the internet;
 - * issues all pupils with their own school email address. Access to sites such as “hotmail” is not allowed;
 - * adheres to the BECTA guidelines regarding e-teaching and the internet;
 - * offers guidance on the safe use of social networking sites and cyberbullying in PSHE lessons, which covers blocking and removing contacts from “buddy lists”;

- * offers guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe;
- * mobile phones are not permitted in the classrooms, public areas of the school, or where they may cause annoyance to others and
- * the use of cameras on mobile phones is not allowed in washing and changing areas

Procedures for dealing with reported bullying

15. If an incident of bullying is reported, the following procedures are adopted:

- * the member of staff to whom it was reported or who first discovers the situation, will control the situation, reassure and support the pupils involved;
- * he/she will inform an appropriate member of the pastoral team as soon as possible;
- * the member of staff will calmly explain the range of disciplinary measures that are potentially involved;
- * the victim will be interviewed on his/her own and asked to write an account of events;
- * the bully, together with all others who were involved, will be interviewed individually and asked to write an immediate account of events;
- * the incident should be recorded in writing, signed and dated;
- * all tutors, and Heads of Year should be informed. In very serious incidents, the Head Teacher should be informed;
- * the alleged bully will be interviewed at a later stage by a member of the pastoral team, separately from the victim and it will be made clear why his/her behaviour was inappropriate and caused distress. He /she will be offered guidance on modifying his or her behaviour, together with any appropriate disciplinary sanctions;
- * the parents/guardians of all parties should be informed and where appropriate, invited to the school to discuss the matter. Their support should be sought;
- * a way forward, including disciplinary sanctions and counselling, should be agreed. This should recognise that suitable support is needed both for children who are being bullied and for pupils who bully others, as well as dealing with appropriate disciplinary measures. This would most likely take the form of a 'Positive Behaviour Management' session.
- * a meeting involving all parties, with close staff supervision, could be helpful in developing a strategy for all concerned to close the episode;
- * the ongoing situation will be closely monitored;
- * in very serious cases and only after the Head Teacher has been involved, it may be necessary to make a report to the Police or to the Social Services. However, it is the policy of SPH to attempt to resolve such issues internally, under the school's own disciplinary procedures, unless the matter is of such gravity that a criminal prosecution is likely and
- * should bullying behaviour persist after all strategies have been employed and failed, the pupil/s concerned will be asked to leave the School.

NB. Further information on St Philip Howard's Anti Bullying policy for parents and students can be found on the school website.