



Cardinal Langley RC High School

Anti-Bullying Policy

Rationale

Bullying can be described as *'behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'* - Rochdale LA Dignity at Work (Anti-Bullying and Harassment Policy) for School Employees [2013]. To tackle any bullying successfully, the whole school community needs to work together to create a culture where bullying is unacceptable and dealt with promptly and appropriately when it comes to light.

Purpose

While it is our intention to create and maintain a safe environment for both students and adults working at Cardinal Langley, it is recognised that bullying may sometimes take place and this policy is our response to that. The purpose of this policy is to ensure that, as far as possible, all members of the school community can enjoy the rights of safety, enjoyment and achievement. It is the purpose of this policy to:

- Ensure that all members of the school community are aware that bullying of any form, inside and outside of school, is unacceptable (including cyber bullying)
- Raise awareness of the nature and impact of bullying and recognise signs of bullying between all groups within the school community, student and adult
- Clarify the systems in place to prevent and address bullying
- Raise awareness that this is a responsibility of the whole school community - standing by and letting bullying happen is not acceptable
- Encourage respect for the individual
- Celebrate difference
- Ensure that any incidents of bullying are dealt with promptly and effectively
- Reduce the incidents of bullying

Guidelines

a) Raising awareness

- Raising awareness of the nature, impact and management of bullying is achieved for students in a variety of ways through assemblies, curriculum work, one to one mentoring, the Behaviour for Learning policy, promotional material and the Dignity at Work policy. The use of bullying surveys and questionnaires will also inform both awareness and response. The annual anti-bullying week will be a focus of school activity.
- Parents are made aware of bullying concerns through one to one conversations. The unacceptability of any acts of bullying are conveyed in meetings with parents/carers and the anti-bullying policy will be made available on the website
- Staff are made aware of the school's anti-bullying agenda through the availability of policies, assemblies, anti-bullying campaigns and the Dignity at Work policy.

b) Prevention

- While it is impossible to say that there is no bullying, the school aims to prevent bullying through a variety of means
 - Raising awareness

- Good classroom practice and organisation
- Possibilities for individual work on self-image and self-worth
- Consistent use of sanctions as a deterrent to others
- Appropriate supervision of all areas of the school, particularly at breaks and lunchtimes
- Policies and practice in relation to gender, race, citizenship, SEN, disabilities, religion and sexual orientation

c) Procedures for dealing with bullying

Bullying can seriously damage children and young people's confidence and sense of self-worth.

It can lead to serious and prolonged emotional damage.

Those who witness the bullying can also experience emotional harm and the impact on parents and staff can be significant.

(Rochdale LA policy)

Procedures for dealing with bullying need to address both the victim and the bully and it must also be remembered that it is not always just children who are the victims or the perpetrators of bullying.

- General procedures for dealing with bullying will follow these principles:
 - Staff are available to listen and provide immediate support to a student. Students know they can talk to any member of staff and the staff should make it clear that the incident will be investigated by the appropriate person.
 - Incidents are investigated – normally by the PAL (Pastoral & Academic Leader). All those involved are interviewed individually to avoid intimidation and witness statements are taken.
 - Those being bullied will be given strategies to help them deal with the consequences of the bullying. This will normally be provided by the PAL or Key Workers.
 - Appropriate sanctions will be put in place for the person doing the bullying according to the seriousness of the incident and in line with consequences set out in the school's Behaviour for Learning Policy. The perpetrator will also be provided with strategies for reflecting on behaviour and the impact of what they have done. Again this will be normally provided and reviewed by the PAL or Key Workers.
 - Where possible there will be restorative justice meetings.
 - Records will be kept of all incidents of bullying through SIMS Behaviour Management and parents/carers will be contacted.
 - If an adult bullies a student, the student should make the matter known to a trusted adult within the school. The relevant complaints and disciplinary procedures will be implemented immediately with support arrangements in place for the child victim while the complaint is being investigated.
 - It is also necessary to recognise that adults may also be the subject of bullying either from another adult or a student or group of students. Where an adult is being bullied by another adult, the Dignity at Work (Anti-Bullying and Harassment Policy) for School Employees [2013] will apply. Where an adult is bullied by an individual or group of students, the response will be similar to that in cases of child-to-child bullying i.e. – listening, investigation, strategies to cope and try to prevent future bullying, sanction for the bully.

Outcomes

- Adults and young people feel safe
- Incidents of bullying are dealt with swiftly and appropriately
- Fewer people experience bullying

Related documents:

Behaviour for Learning Policy

LA Dignity at Work (Anti-Bullying and Harassment Policy) for School Employees [2013]

E-Safety Rules & Agreement

Policy Approval:

Signature of Headteacher:

Signature of Chair/Vice-Chair of
C&P Committee:



18/10/2016

Date



18/10/2016

Date