



Anti-Bullying Policy and statement of Anti-Bullying

Summer 2023



Our Lady of Fatima Catholic Multi Academy Trust is a charitable company limited by guarantee registered in England and Wales under company registration number: 07696069 and registered address: St. Alban's Catholic Academy, First Avenue, Harlow, Essex, CM20 2NP.

This policy links with several school policies, practices and action plans including:

- Behaviour and discipline policy
- Child protection policy
- Complaints policy
- Curriculum policies, such as: PSHE, citizenship and computing
- Internet Safety Policy
- Curriculum policies, such as: PSHE, citizenship and computing
- Photography and social media use policy

Links to legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

DFE documents:

- Preventing and tackling bullying advice July 2017
- Keeping children safe in education 2018
- Sexual violence and sexual harassment between children in schools and colleges guidance
- Behaviour and discipline in schools
- Searching, screening and confiscation at school
- The Equality Act 2010

Aim (Anti-Bullying Statement):

To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour, it may affect adults and/or children, it is unacceptable and will not be tolerated.

Such behaviour is contrary to the gospel values and Christian ethos of the school.

Our Lady of Fatima Trust will work to prevent and tackle all forms of bullying.

Definition of Bullying:

Bullying is defined as the **repetitive, intentional harming** of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- **Deliberately hurtful and repeated, often over a period of time and difficult to defend against**

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Roles and Responsibilities

The Trust Board

The Strategic Board is responsible for monitoring this anti-bullying policy's effectiveness and holding the Executive Headteacher to account for its implementation.

The Executive Headteacher

The Executive Headteacher is responsible for reviewing and gaining governance approval of this policy.

The Executive Headteacher will ensure that the school environment encourages positive behaviour and that staff deal effectively with bullying, and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.

Staff

Staff are responsible for:

- Implementing the anti-bullying policy consistently
- Modelling positive behaviour
- Recording incidents and reporting to SLT/EH where appropriate

The senior leadership team will support staff in responding to bullying incidents.

Parents

Parents are expected to:

- Support their child in adhering to the pupil code of conduct (see below)
- Discuss any bullying concerns with the class teacher promptly

Pupil code of conduct

Through Christ, we are preparing the children at OLFCMAT for discipleship, (their place in society) by articulating the following beliefs/values:



Pupils are expected to:

- Behave in an orderly and self-controlled way
- Show respect to members of staff and each other
- In class, make it possible for all pupils to learn
- Move quietly around the school
- Treat the school buildings and school property with respect
- Wear the correct uniform at all times
- Accept sanctions when given
- Refrain from behaving in a way that brings the school into disrepute, including when outside school
- Remain within the permitted areas of the school building and grounds and not attempt to go beyond boundaries or outside school fence/gates.

Bullying prevention

The Trust will use as many opportunities as possible to promote the policy i.e. there will be opportunities to use the curriculum to raise awareness about bullying and the anti-bullying policy and increase understanding for victims and how to constructively manage their relationships with others. Through the RE, PSHE, Computing curriculums and assemblies themes can be explored on why people bully each other, what are the effects on the bullied, bullies and on bystanders and what can we do to stop bullying.

To ensure the policy is most effective in the Trust, a combination of strategies are adopted:

- Rewarding positive behaviour.
- Maintaining a stimulating play environment in the school grounds particularly at break times, which is safe, secure and which encourages co-operative play.
- Ensuring supervision outside lesson time;
- Recognising friendship skills.
- Use of Co-operative Group Work - children work together on shared tasks, involving co-operation and individual accountability. These may include trust building exercises, problem solving activities, discussion groups and role plays.
- Circle Time - Time set aside for teachers and pupils to sit and take part in discussion, games and other enjoyable activities. The positive atmosphere generated should then spread into other areas of class activity
- Prefects are involved and delegated to share responsibility in looking out for their peers and encouraging positive relationships.
- Ensuring that the school's anti-bullying statement is clearly displayed

In addition, the Trust has a House system which encourages relationships between pupils of different ages. House Captains and Vice-Captains are role models for their house and a further point of contact of pupils. They represent their House in Pupil Voice meetings.

Responding to bullying

In any case of alleged bullying, the incident will be explored immediately by the member of staff who has been approached or witnessed the concerned. They should first establish the facts.

The class teacher, Phase Lead, SLT or Executive Headteacher will then build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the class teacher, Phase Lead, School Leader or Executive Headteacher should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should complete reflection activity/ies to fully understand the consequences of their actions on the victim(s). Sanctions, as identified within the school behaviour policy, will be implemented as appropriate. If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.

A perpetrator will be invited to apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded. Parents of both parties should be informed.

If the situation does not improve, a School Leader or the Executive Headteacher should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

The Trust will provide appropriate support for the person who has experienced bullying (see below)

The DSL will be informed by staff of all bullying issues where there are safeguarding concerns.

The Trust will speak with and inform other staff members, where appropriate.

Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's behaviour policy.

Cyberbullying Note:

When responding to cyberbullying concerns, the school will:

Act as soon as an incident has been reported or identified.

Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.

Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.

Take all available steps where possible to identify the person responsible.

This may include: looking at use of the school systems; identifying and interviewing possible witnesses; Contacting the service provider and the police, if necessary; working with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:

- Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school behaviour policy
- Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Ensuring that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online.

Supporting pupils

Pupils who have been bullied will be supported by:

Reassuring the pupil and providing continuous pastoral support.

Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.

Working towards restoring self-esteem and confidence and how respond to concerns and build resilience as appropriate.

Providing ongoing support; this may include: working and speaking with the Family Support Officer who will also engage with parents and carers. Where necessary, offering counselling; working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through the Children and Young People's Mental Health Service (CYPMHS).

For cyberbullying: advising those targeted not to retaliate or reply; providing advice on blocking or removing people from contact lists; helping those involved to think carefully about what private information they may have in the public domain.

Pupils who have perpetrated bullying will be helped by:

Discussing what happened, establishing the concern and the need to change.

Informing parents/carers to help change the attitude and behaviour of the child.

Providing appropriate education and support regarding their behaviour or actions and time to reflect on these and consider choices in line with the code of conduct.

If online, requesting that content be removed and reporting accounts/content to service provider.

Consequences in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.

Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CYPMHS).

For cyber bullying: see 'cyberbullying note' above

Supporting adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.

Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.

Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the Trust's Behaviour and Discipline Policy.

Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.

Reassuring and offering appropriate support.

Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

For cyberbullying: advising those targeted not to retaliate or reply; providing advice on blocking or removing people from contact lists; helping those involved to think carefully about what private information they may have in the public domain.

Adults who have perpetrated the bullying will be helped by:

Discussing what happened with a senior member of staff and/or the Executive Headteacher to establish the concern.

Establishing whether a legitimate grievance or concern has been raised. Grievance, Disciplinary and Behaviour Procedures will be followed as necessary. Premises exclusions may be made for parents.

If online, requesting that content be removed.

Instigating disciplinary, civil or legal action as appropriate or required.

Monitoring and review: putting policy into practice

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

Any issues identified will be incorporated into the school's action planning. The Executive Headteacher will be informed of bullying concerns, as appropriate. The named Governor for Safeguarding will report on a regular basis to the governing body on incidents of bullying, including outcomes.

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk

- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
www.cafamily.org.uk/media/750755/cyberbullying_and_send__module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srrc.org/educational

LGBT

- Barnardo's LGBT Hub: [www.barnardos.org.uk/what we do/our work/lgbtq.htm](http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm)
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW)
www.endviolenceagainstwomen.org.uk
- A Guide for Schools:
www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf

- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Staff must also read the Antibullying Staff Guidance Reference in conjunction with this policy