



St. Anselm's College
Edmund Rice Academy Trust

Anti-Bullying Policy

Version 2.1 with Appendix

Mission Statement:

Our Catholic Community offers a learning environment for us to develop our God given talents and to recognise Christ amongst us. We respect the dignity of God's creation and, inspired by Gospel values, seek to serve one another.

Document Owner:	Deputy Headteacher Pastoral
Committee:	Student Wellbeing & Development
Frequency of Review:	Annually
Governors Ratification:	Spring Term 2024

Introduction

At St. Anselm's College, we recognise that everybody should be able to learn in an environment that is free from bullying of any kind and in which they feel safe and supported. There is no place for any form of bullying in our College, and this applies both to the bullying of both pupils and College staff.

We believe every pupil should be able to participate in all College activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at St Anselm's College. We recognise our responsibility to safeguard and promote the welfare of all our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying.

We believe that providing a safe and happy place to work and learn is essential to raising attainment and attendance, promoting equality and diversity, encouraging good citizenship and ensuring the safety and wellbeing of all members of the College community.

St. Anselm's College will act to prevent all forms of bullying. A preventative approach will help the College to ensure the well-being of pupils and staff as well as encouraging all of us to play our part in creating a society in which, inspired by Gospel values, we all treat each other with dignity and respect.

When bullying does occur, inside or outside the College premises, the College will act promptly and firmly and will apply appropriate and proportionate disciplinary sanctions. We will work with bullies to ensure that they are held to account for their actions and accept responsibility for the harm that they have caused. We will ensure that those being bullied are supported through a variety of means.

To this end, the following groups of people have been consulted and will be involved in its review on an annual basis:

- Pupils
- Staff
- Parents/carers
- Governors

This policy is an organic document, which will be constantly revisited, undergo improvement and updating as circumstances and situations change and as we learn what works.

Definition of Bullying

Bullying may be defined as 'Behaviour by an individual or group, sometimes repeated over time, that hurts another individual or group either physically or emotionally'.

Bullying can take place between pupils, between pupils and staff; between staff and between parents and staff; by individuals or groups; face-to-face, indirectly or by way of cyber bullying. It can take the form of threats of violence, verbal abuse, ridicule, humiliation, intimidation or defamation. Pupils could be bullied for a variety of reasons, e.g. jealousy or difference, or simply maliciously and for no reason. Specific types of bullying include:

- bullying related to race, religion or culture;
- bullying related to special educational needs (SEND) or disabilities;
- bullying related to academic progress or achievement
- bullying related to appearance or health conditions;

- bullying related to sexual orientation (see page 5);
- bullying related to home circumstances or family members;
- sexist or sexual bullying.

Cyber bullying

Cyber bullying can be defined as ‘the use of Information and Communications Technology (ICT), particularly mobile phones and the Internet to hurt or torment someone else’. Cyber bullying can be an extension of face-to-face bullying, but the victim can be faced with bullying even when in the apparent safety of their own home and is not restricted to school hours. Although cyber bullying is not a specific criminal offence, there are criminal laws that can apply in terms of harassment and the sending of, or publication of, threatening and menacing communications.

After due consideration, the College will contact the police if we feel that the law has been broken or the offence necessitates their involvement or advice. The Education and Inspections Act 2006 outlines the powers of headteachers to regulate the conduct of pupils when they are off site. It also provides a defence for the confiscation of mobile phones and other items used in the process of bullying.

Cyber bullying takes many different forms, which includes but is not limited to:

- threats and intimidation
- harassment;
- vilification, defamation or humiliation;
- exclusion or peer rejection;
- impersonation;
- unauthorised publication of private information or images
- manipulation
- sending disturbing images
- sexting

In the process of cyber bullying, bystanders can easily become accessories – by passing on or showing to others images which humiliate, or by taking part in online polls or discussions intended to hurt or humiliate. Such people must realise that they are considered to be participating in the bullying and will be complicit in compounding the misery for the victim. Involvement in such activities will be deemed as bullying and will not be tolerated.

Responding to and Preventing Cyber bullying

Essential elements in preventing cyber bullying and promoting e-safety are raising awareness and promoting understanding about the issues to pupils, staff and parents. For pupils this will be done through PSHE lessons and in Assemblies. All students cover Internet Safety in their first ICT lesson of each academic year. Pupils are also given advice on ‘blocking’ people from lists and encouraged to think carefully about the personal information that they put into the public domain via internet sites such as Facebook, Twitter and YouTube. Parents will be offered the opportunity to attend specific events designed to disseminate information.

The College network is monitored closely and pupils are discouraged from bringing mobile phones into school. In the case of proven cyber bullying, access to the College network will be disallowed and if mobile phones have been used, the College will use its powers to confiscate the phone for up to a period of one month.

The above is in addition to other sanctions which may be imposed for the bullying itself. All pupils and staff are required to sign and abide by the 'ICT Responsible Use Policy.

Homophobic, Biphobic or Transphobic (HBT) Bullying

HBT bullying occurs when bullying is motivated by a prejudice against people who are, or are perceived to be, homosexual, bisexual or transsexual. Schools have a legal duty to ensure that HBT bullying is dealt with in school.

The College will respond to the use of HBT language. It is not acceptable to for example, use the word 'gay' to describe something that is perceived to be rubbish. Serious sanctions will be issued. HBT bullying is a form of identity based and prejudice-based bullying. Broadly speaking, it is motivated by dislike or ignorance about LGBT+ people. It can also be directed towards people who seem not to conform to traditionally male or female gender roles.

Responding to HBT Bullying

HBT language will be challenged when it occurs. Pupils will be made aware of what HBT language is and that this language is not tolerated in the College. Sanctions will be imposed at the discretion of SLT. The perpetrator will be expected to engage in a restorative practice conversation with the victim.

Racial, Religious and Cultural Bullying

Racial religious and cultural bullying occurs when a person attempts to physically intimidate ridicule or humiliate another person because of their racial, religious or cultural origins or beliefs. The Christian ethos of the College underpins mutual understanding and respect of all races and religions. World religions are taught as part of the Religious Studies curriculum. We will not tolerate the use of racist language and pupils can expect to serve a fixed term exclusion if they use such language. Whilst the use of racist language is recorded as a racial incident (and may be forwarded to the Local Authority) it does not always constitute racial bullying. If bullying is proven, it will be dealt with as a bullying incident.

Those responsible for racist bullying or the use of racist language need to be made aware that what they have done is wrong and need to be helped to understand their own behaviour and how to change it.

Responding to Racial, Religious and Cultural (RCC) Bullying

RCC language will be challenged when it occurs. Pupils will be made aware of what RCC language is and that this language is not tolerated in the College. Sanctions will be imposed at the discretion of SLT. The perpetrator will be expected to engage in a restorative practice conversation with the victim.

Bullying related to Special Educational Needs and Disability (SEND)

As our definition of bullying is 'Behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally' – the College will deal with incidents of disablist bullying under the remit of the Anti-Bullying Policy.

Peer on peer abuse (child on child)

All staff should be aware that children can abuse other children (often referred to as peer on peer abuse). And that it can happen both inside and outside of college and online. It is important that all staff recognise the indicators and signs of peer on peer abuse and know how to identify it and respond to reports (see KCSIE 2024 & SG Policy)

All staff should understand, that even if there are no reports it does not mean it is not happening, it may be the case that it is just not being reported. As such it is important if staff have any concerns regarding peer on peer abuse they should speak to CGW – DSL.

It is essential that all staff understand the importance of challenging inappropriate behaviours between peers, many of which are listed below, that are actually abusive in nature. Downplaying certain behaviours, for example:

Dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys” can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

Peer on peer abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying);
 - abuse in intimate personal relationships between peers;
 - physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse);
 - sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence);
 - sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse;
- (For further information about sexual violence see Annex B. For further information about sexual harassment see Annex B – KCSIE 2024)
- causing someone to engage in sexual activity without consent, such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party;
 - consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery);
 - upskirting, which typically involves taking a picture under a person’s clothing without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm;
 - initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element).

Anti-Bullying Strategies

The aims of the College anti-bullying strategies and intervention systems are:

- to prevent, de-escalate and/or stop any continuation of harmful behaviour;
- to react to bullying incidents in a reasonable, proportionate and consistent way;
- to safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil;

- when bullying is proved, to apply disciplinary sanctions to the pupil causing the bullying;
- to ensure bullies learn from the experience and sanctions and develop a degree of social maturity and responsibility. This is carried out using a Restorative Practice approach.

Preventative Strategies include:

- effective leadership by all that promotes a tolerance of diversity and an open and honest anti-bullying ethos;
- the use of curriculum opportunities in particular PSHE lessons and Health and Well-Being days to discuss issues around diversity and draw out anti-bullying messages
- the use of Key Stage and Year Assemblies to reinforce the anti-bullying message.
- the use of form time to highlight bullying issues and bring home to individuals the damage bullying can do;
- engaging pupils in the process of developing the College Anti-Bullying Policy and promoting open and honest reporting
- the use of high-profile events such as Anti-Bullying Week (November) to target specific activities.
- working with pupils to establish key times and locations where bullying is more prevalent and to instigate measures to combat the problem.
- Use of 1:1 sessions with a counsellor from Action for Children to support the victim
- Use of 1:1 sessions with the College Youth Worker to support the victim
- Use of 1:1 sessions with the bully to explore why they are acting in this way and to help them to recognise the harm their actions cause in an effort to prevent this type of behaviour reoccurring

Incidents of Bullying

When incidents of bullying do occur:

- the College will liaise promptly with parents when issues to do with bullying come to light. The College has a complaints procedure which parents will be made aware of.
- the College peer-mentoring scheme will be used as deemed appropriate. Older students will provide a 'listening ear' for younger students and try to allay any fears they may have.
- restorative practice, which hold pupils to account for their behaviour and engages with them to agree the actions they should take to repair the harm caused, will be used wherever possible.
- the College will monitor periodically whether the action/sanctions taken have prevented the recurrence of the bullying and that the pupil being bullied feels safe again.
- an input from the College learning mentors and/or the College Youth Worker may be sought to guide the action taken.

Sources of Support

- all staff in College, but particularly the pastoral staff, will support students who are the victims of bullying
- a Youth Worker is employed two days a week and supports students who are the victims of bullying
- a counsellor from Action For Children offers 1:1 counselling to students some of whom may have experienced bullying
- There is one Learning Mentor in school, who offer academic and emotional support to students
- At the College, we recognise that the bully may also need support to recognise the harm caused and to explore reasons why they are behaving in this way and how they can stop. This work is carried out by our Youth Worker, Counsellor and Learning Mentors.

Useful Organisations/Helplines:

- Anti-Bullying Alliance (ABA). Advice for students, parents and or carers.
<https://anti-bullyingalliance.org.uk/tools-information/advice-and-support>
- BullyingUK: 0808 800 2222 (Advice for parents/carers on dealing with bullying)
- Carers UK: 0808 808 7777 (Information, advice and support for people who need help looking after a friend or family member)
- CASS: 0808 800 8088 (National organisation that supports women and girls affected by self-harm)
- Childline: 0800 11 11 (Free confidential service to help young people under 19 with any issue they are experiencing)
- Family Lives: 0808 800 2222 (Offers information, advice, guidance and support on any aspect of parenting and family life, including bullying)
- Kooth: www.kooth.co.uk (UK's largest digital mental health provider to the NHS for children and young people aged 10-25, offering digital mental health services)
- MIND: 0208 215 2243 (A Mental Health charity that offers advice to people with mental health issues)
- Refuge: 0808 2000 247 (Information and advice on violence against teenage girls and young women)
- Runaway Helpline: call or text 116 000 (Provides information, help and support and options for young people thinking of running away or are already away)
- Samaritans: 116 123 or 08457 90 90 90 (Crisis support for anyone in emotional distress or suicidal)
- Scope: 0808 800 3333 (Support for disabled people, their families and professionals)
- Victim Support: 0808 1689 111 (Free and confidential support for those affected by crime)

Sanctions

Disciplinary sanctions have four main purposes, namely to:

- impress upon the perpetrator(s) that what they have done is unacceptable;
- deter bullies from repeating that behaviour;
- signal to other pupils that the bullying behaviour is unacceptable and to deter them from doing it
- give the perpetrator the opportunity to put right the harm that they have caused using a Restorative Practice approach.

The sanctions imposed will depend on the nature and severity of the bullying and how long it was going on for. Possible sanctions include:

- Lunch duties
- Detentions (after school)
- Letters to parents
- Behaviour points
- Internal exclusion
- Fixed-term suspension

Severe incidences of bullying may trigger a meeting of the College Disciplinary Panel or the College Governors' Disciplinary Panel (for details see College Behaviour Management policy). The College Governors' Disciplinary Panel has the authority to ratify the Headteacher's decision to permanently exclude a pupil.

Reporting and recording incidences of bullying

The College encourages pupils to report bullying in confidence. This would normally, in the first instance, be to their form teacher, but can be to any member of the College staff. Parents are also encouraged to report incidences of bullying. Reporting should, in the first incidence, be to their son's form teacher. Form teachers may then pass the matter on to the Head of Year, Head of Key Stage or Deputy Headteacher as appropriate.

Incidences of bullying will be recorded to enable the College to manage individual cases effectively, monitor the effectiveness of preventative strategies, celebrate anti-bullying work in the College and ensure the proportionate and fair implementation of sanctions.

All staff are aware of the Anti-Bullying Policy. Staff who are unsure about how to deal with an incident of bullying that is reported to them, should consult with the boy's Head of Year, Head of Key Stage or the Pastoral Deputy Headteacher.

The policy is also placed in the Parents' Section of the College website for parents to view. Pupils know that they can approach any member of staff regarding bullying.

Evidence shows that pupils tend to approach their form teacher, Head of Year or Deputy Headteacher when an issue arises.

References

- DfE – Preventing and tackling bullying, Oct 2017
- DfE – School support for children and young people who are bullied
- DfE – Cyberbullying advice for Headteachers and school staff, Nov 2014
- DfE – Keeping Children Safe in Education, Sept 2023



St. Anselm's College
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Student Friendly Anti-Bullying Policy

Appendix 1.1

Document Owner:	Anti-bullying Ambassadors
Committee:	Student Wellbeing & Development
Frequency of Review:	Organic document constantly revisited and developed
Governors Ratification:	Spring Term

Introduction

At St. Anselm's College, we recognise that everybody is unique and special, as part of our Christian belief that all human beings are made in God's image. It is expected that at St Anselm's College is able to learn in a safe environment where they are supported and to reach their full potential.

Bullying behaviour is never acceptable and there is no place for any form of bullying in our College. Every individual in our College is an important member of our College community and we are committed to ensuring that any and all bullying behaviour is responded to. We are all committed to working together to prevent bullying, support the targets of bullying and offer guidance to those who are choosing to engage in bullying behaviour towards others.

What Bullying Is

Bullying is the **repetitive, intentional hurting** of one person or group, by another person or group, where **the relationship involves an imbalance of power**. Bullying can take many forms and these can happen in person or online.

Verbal - Includes name-calling, threatening, teasing, and saying nasty or rude things to someone.

Physical - Includes hitting, kicking, tripping, pushing or purposefully damaging other people's property

Psychological - Includes spreading lies about someone, playing nasty jokes or excluding people.

Cyber - **Includes** hurtful comments / messages / posts, excluding on purpose, spreading nasty gossip and imitating others online.

We also recognise that, in line with the **2010 Equality act**, bullying behaviour can be targeted towards people in nine legally protected categories. These include;

1. Age
2. Disability
3. Sex
4. Being married or in a civil partnership
5. Race (including skin colour, nationality, ethnic or national origin)
6. Being pregnant or on maternity leave.
7. Sexuality or sexual orientation (being homosexual/gay, bisexual etc.)
8. Religion or belief
9. Gender identity or reassignment

Harmful language such as sexist, misogynistic, disablist, racist or homophobic, biphobic or transphobic language (HBT) language will not tolerated in the College.

Unfortunately, it is impossible to completely prevent all examples and types of bullying behaviour but it is our responsibility to work together to build a more respectful, tolerant and just community. We are inspired by the example of Jesus Christ and the Gospel values he taught, including those of 'love your neighbour as you love yourself' and 'treat others as you would like to be treated'.

Reporting and responding to Bullying

The College encourages pupils to report incidents of bullying behaviour in confidence. This would normally, in the first instance, be to their form teacher, but can be to any member of the College staff. Parents are also encouraged to report incidences of bullying. Reporting should, in the first incidence, be to their son's form teacher. Form teachers may then pass the matter on to the Head of Year, Head of Key Stage or Deputy Headteacher as appropriate.

Education plays an essential role in the development of young people as whole and as such, Anti-Bullying themes are built into our curriculum in many ways include in PSHE lessons, assemblies, displays and awareness raising initiatives, including 'Anti-Bullying Week' and our 'Anti-Bullying Ambassadors' group.

All students engage in 'Internet Safety' lessons each academic year in order to re-emphasise the importance of using the internet wisely and appropriately. All pupils and staff are required to sign and abide by the 'ICT Responsible Use Policy' which can be found in the policy section on the college website.

All staff in College have the opportunity to take part in Anti-Bullying education and courses, including those provided through the Anti-Bullying Alliance (UAB). This allows adults in our community to recognise and identify the indicators and signs of peer on peer abuse, understand how to respond to reports of bullying behaviour and support the targets of bullying. **(refer to KCSIE 2024, College Safeguarding policy and College behaviour policy)**. If staff have any concerns regarding peer on peer abuse they should speak to the Designated Safeguarding Lead or other senior members of staff. Sanctions will be imposed at the discretion of SLT.

Possible consequences for those who engage in bullying behaviour include:

- Behaviour points
- Lunchtime/After School detentions
- Internal and External Exclusions
- Fixed Term Exclusions
- College Detentions
- Saturday Detentions

Severe or repeated incidences of bullying may trigger a meeting of the College Disciplinary Panel or the College Governors' Disciplinary Panel (for details see College Behaviour Management policy). The College Governors' Disciplinary Panel has the authority to ratify the Headteacher's decision to permanently exclude a pupil.

Disciplinary sanctions have four main purposes, namely to:

- impress upon the child/children engaged in bullying behaviour that what they have done is unacceptable;
- deter repeated bullying behaviour;
- signal to other pupils that the bullying behaviour is unacceptable and to deter them from bullying behaviour
- give the child/children involved in bullying behaviour the opportunity to put right the harm that they have caused using a 'Restorative Practice' approach,* which allows us to fulfil our duty to safeguard the pupil who has experienced bullying behaviour

**Restorative practice is a way of working with conflict that puts the focus on repairing the harm that has been done. It is an approach to conflict resolution that includes all of the parties involved.*

Reported bullying behaviour may trigger additional sources of support for the pupil(s), which include the use of:

- 1:1 sessions with a counsellor from Action for Children to support the target of bullying
- 1:1 sessions with the College Youth Worker to support the target of bullying
- 1:1 sessions with the person involved in bullying behaviour, to explore why they are acting in this way and to help them to recognise the harm their actions cause in an effort to prevent this type of behaviour reoccurring
- Meetings with Peer Mentors and Anti-Bullying Ambassadors to offer peer support

The College will liaise promptly with parents when issues to do with bullying come to light. The College has a complaints procedure which parents will be made aware of. Any member of Staff will react to bullying incidents in a reasonable, proportionate and consistent way. The College will monitor periodically whether the action/sanctions taken have prevented the recurrence of the bullying and that the pupil being bullied feels safe again.

Useful Organisations/Helplines:

- Anti-Bullying Alliance (ABA). Advice for students, parents and or carers.
<https://anti-bullyingalliance.org.uk/tools-information/advice-and-support>
- BullyingUK: 0808 800 2222 (Advice for parents/carers on dealing with bullying)
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