



CARDINAL
NEWMAN
CATHOLIC SCHOOL

ANTI-BULLYING POLICY 2020

Ethos

Creating a safe and loving environment for students and staff is at the core of Cardinal Newman Catholic School.

Our catholic ethos is the basis for how we treat one another in the school community.

Our young people face many pressures in their lives including the demands of technology and online profiles that can lead to a creation of problems in their relationships with others.

The aim of this policy is to nurture our students, allow them to grow in meeting the demands of a modern society but also encourage a confidence in character to meet these demands whether it is in school, at home or in the local community.

At Cardinal Newman Catholic School, we take an educative approach to bullying.

We believe everyone has a right to learn, develop a love for learning and be protected from harm.

What we do at school:

- All instances of bullying are taken seriously and investigated by the pastoral staff
- A team of Anti-bullying Ambassadors through years 8-10 are available to speak to students.
- We provide a safe place for students and staff to report instances of bullying.
- Assemblies promote the use of the school's anti-bullying agenda and the anti-bullying ambassadors.
- Provide appropriate training to specialist staff and students.
- Address bullying behaviour through our PSHE programme
- Ensure equality for all.

What is Bullying and how can we identify it?

Bullying is any behaviour that makes someone feel upset, uncomfortable and unsafe.

This is usually **deliberate** and **repetitive** and can take many forms such as Verbal, Indirect and Physical.

Types of bullying

Bullying can manifest itself in a number of ways but primarily has three things in common:

- There is an **imbalance** of power
- It is **deliberate**, hurtful behaviour
- It can be **repeated** over a period of time.

Bullying can also come in various forms:

- **Verbal** – insulting remarks, name calling
- **Physical** – hitting, kicking
- **Indirect** – excluding people from friendship groups, spreading rumours, bringing issues from outside of school into school
- **Cyber bullying** – Using social media, sending text messages etc within or outside school to directly or indirectly cause annoyance and hurt to another person. This also includes encouraging someone to send or sending inappropriate or illegal images.

Roles and responsibilities

All staff are responsible for the well-being of students.

Within Cardinal Newman Catholic School there are key staff, in consultation with the Headteacher, who are responsible for the implementation of the school's anti-bullying policy

This role includes:

- Making all staff aware of the anti-bullying policy through CPD sessions lead by key staff and the Anti-bullying ambassadors.
- Create appropriate assemblies particularly around anti-bullying week to encourage a whole school focus. Direct students towards the school email address: **speakup@cncs.school**
- Ensure the key staff liaise with the anti-bullying ambassadors – these are specially trained KS3/4 students who may be the first port of call for students.
- Keep parents, staff and the safeguarding team informed.

All staff should:

- Be alert to and intervene where they notice instances of bullying.
- Be aware of the differences between conflict and bullying.
- Any incidents should be brought to the attention of the Head of Year.

All students should:

- Encourage the victim to speak to the anti-bullying ambassadors through drop-in sessions.
- Report the bullying to the email.
- Encourage the student not to isolate themselves.
- Involve themselves in discussion about bullying during pastoral time.

Actions as a result of the reporting of bullying:

- Statements will be taken from parties involved.
- Appropriate investigation will occur informing parents and carers.
- Detention
- Internal inclusion
- Fixed term exclusion (if appropriate)
- Police involvement (if appropriate)
- Permanent exclusion (if appropriate)
- Meetings with parents
- Restorative Justice meetings between both parties.
- Continued monitoring or victim/bully with regular drop-in sessions.

Parents

Parents are encouraged to contact the school if they suspect their child is being bullied. In the first instance, we suggest this is done via the relevant Head of Year.

Key safety advice for parents/carers:

Incorrect or inappropriate use is very often messaging on mobile phones to individuals through group chats.

We talk often about this in school but it remains the **responsibility of ALL parents to manage and monitor their child's usage of mobile phones and wider internet usage**

- Be aware to the dangers of cyber-bullying and monitor your child's online usage
- Set some time aside to speak with your child and advise them on ways they can keep themselves safe, speak up and avoid retaliation.
- Turn on in-built internet safety features
- Don't retaliate.
- Keep evidence
- Report cyberbullying to CEOP, police, or Childline 08001111
- Parents can also access the anti-bullying ambassadors website on:
<https://www.antibullyingpro.com/resources>