



St Mary Redcliffe
and Temple School

ANTI-BULLYING POLICY

Approved by:	SAS Committee	Date: September 2023
Last reviewed on:	New Policy	
Next review due by:	September 2024	

‘The glory of God is a human being fully alive.’

Each member of our school community is created by God and our aim is to achieve our full potential. All we do is rooted in this Hope of who we are as people and who we can become. The factors that help young people be fully themselves are: Safe Boundaries, Good Relationships, and Empowered Learning.

Safe Boundaries:

Include good order, security, and accountability and consistency.

Good Relationships:

Include a sense of belonging to God and each other, positive feedback, and ways back when things go wrong.

Our aim is to ensure safe boundaries by encouraging students to behave in such a way that promotes the school’s core values and aids their learning and the learning of others.

The school seeks actively to involve parents/carers so has a Home School Agreement (see the [Alive Accord](#): the SMRT Home School).

The school’s reward system is designed to give immediate recognition of positive behaviour, work or attitude. Details of this can be found on our website, in the Behaviour section of the Staff Handbook and on the walls of our classrooms.

When students fail to respect our Safe Boundaries and Good Relationships, the school applies its system of consequences as appropriate. This includes the right to set detentions, conduct searches, and monitor the use of IT and electronic devices (e.g. mobile phones). The law requires parents/carers to support such intervention. Details can be found, in this policy, in the Behaviour section of the Staff Handbook and on the walls of our classrooms.

Expectations are made explicit to students through Behaviour for Learning: Classroom Standards, which are on classroom walls and referenced during tutor time and assemblies.

Students are regarded as being under the jurisdiction and care of the school, not only when in school, but also on the way to and from school each day or when participating in any activity organised by the school.

1. The Nature of Bullying

- 1.1 Bullying is considered to be behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically and/or emotionally.
- 1.2 Anyone is a potential target of bullying including staff and students.
- 1.3 Certain specific groups are particularly vulnerable to bullying. In particular, individuals may be singled out because of:
 - race
 - religion, belief and culture
 - SEN or disabilities
 - appearance or health conditions
 - sexual orientation
 - being a young carer
 - being a looked after child
 - their position/role in the school
 - students who are more or less able in one or more curriculum area

- age
- gender identity or reassignment
- marriage or civil partnership
- pregnancy and maternity

1.4 Bullying may be verbal, physical, emotional or cyberbullying (psychological/sexualised)

2. Responsibilities to Prevent Bullying

2.1 In working towards the eradication of bullying the St Mary Redcliffe and Temple School, Governors will:

- have an Equality Policy
- that includes a disability equality scheme
- establish procedures for dealing with complaints
- safeguard and promote the welfare of all students and staff
- monitor and support the work of staff and students in dealing with and preventing bullying

2.2 The Senior Leadership Team and Head of Year of the school will:

- determine the consequence, and follow up interventions to be used to tackle bullying
- develop an anti-bullying policy which will include measures to encourage good behaviour and prevention of bullying
- publicise the policy amongst parents/carers and students
- ensure the maintenance of good order and discipline

2.3 All teachers will

- support the application of consequences and interventions set out in the Anti-bullying Policy
- follow school Policy to prevent bullying
- be alert to the potential for bullying and identify and report it where possible
- take every care to protect the confidentiality of those reporting bullying incidents

3. Preventative Action

3.1 Students social and emotional skills will be developed at every opportunity. Specific messages will be delivered through assemblies, the pastoral programme and other intervention programmes delivered by the Pastoral Leaders.

3.2 Opportunities created as a part of the curriculum will be used to raise awareness of students to bullying. They will be encouraged to consider the feelings and needs of all parties.

3.3 Students will be given the opportunity to develop their own Anti-Bullying Code so that it is accessible to young people throughout the school. This version of the Policy will be promoted throughout the school.

3.4 Staff, students, parents and carers will be given clear information to gain a common understanding of what types of behaviour constitute bullying.

3.5 It will be made clear, both implicitly and explicitly, that bullying is an unacceptable form of behaviour which will not be tolerated in the school under any circumstances.

3.6 All staff will show, by example, positive ways of communicating with others.

- 3.7 Staff on duty at break, lunch and after school will maintain a high profile in and around the school, as far as is possible.
- 3.8 The school Policy on bullying will be communicated to all school staff, students, parents/carers and other appropriate members of the community, and their help sought in preventing bullying.
- 3.9 Staff of the school will be given appropriate guidance to ensure that they have the confidence to report and if appropriate deal with bullying behaviour.

4. Identifying Bullying

- 4.1 Every effort will be made to ensure that incidents of bullying are identified and dealt with at an early stage.
- 4.2 All reports of bullying will be taken seriously and the situation investigated thoroughly.
- 4.3 Students will be encouraged to report cases of bullying of themselves or others to a member of staff or student whom they trust. When they do so, every effort will be made to protect their identity and confidence as far as possible.
- 4.4 Students may report an incident of bullying in writing or by visiting the 'Keeping Students Safe' page of the school website (<https://www.smrt.bristol.sch.uk/students/keeping-students-safe>) on the SMRT website. Students may report incidents with the support of their parents and carers.
- 4.5 Teachers and support staff will be aware of the school's policy on bullying and their responsibilities should an incident be reported to them.
- 4.6 Information from students about bullying incidents will be shared on a 'need to know' basis.
- 4.7 Staff should be alert to behaviour which may suggest bullying is taking place and will follow up any such indications to find out if a problem exists.
- 4.8 Parents/carers who feel that their child is being bullied will be encouraged to discuss the matter with a tutor, Head of Year or Behaviour Manager.

5. Cyberbullying

- 5.1 Cyberbullying is considered by the school to be equally unacceptable as all other forms of bullying.
- 5.2 The school's Online Safety Policy will outline the rules and responsibilities of use and misuse of technologies in school.
- 5.3 All students will be taught the importance of responsible use of technologies in Computing lessons when they join the school and this will be reinforced regularly during their time in the school.
- 5.4 South West Grid for Learning (SWGfL) will be used to filter inappropriate websites, which might be used with the intention of bullying other students.
- 5.5 Any member of staff who discovers or is made aware of the potential to access offensive or upsetting material online will report this to a member of the Safeguarding Team.

- 5.6 Steps will be taken to remove immediately any offensive material posted on the school's website. Removal of material will involve the school's IT Department, in case it is later required by a third party for investigation.
- 5.7 Incidents of cyberbullying will be logged in the same way as other forms of bullying, with the addition of the type of technology used in the incident.
- 5.8 Students involved in cyberbullying will be subject to the same consequences as those applied for any bullying incident.
- 5.9 Data collected on cyberbullying will be used to monitor the effectiveness of the school's prevention activities.
- 5.10 Where possible, opportunities will be sought to offer education to parents and carers on how to prevent students from becoming either the victim or perpetrator of cyberbullying.

6. Bullying outside school premises

- 6.1 Students may be disciplined for incidents of bullying that may occur outside of the school premises.
- 6.2 Where bullying outside school is reported to school staff, it will be investigated and acted on. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will be informed. The parents/carers of an alleged victim will be encouraged to report concerns to the police directly.

7. Working with the wider community

- 7.1 The school will work with the wider community such as the police, and children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed.

8. The Victim

- 8.1 Encouragement will be given to students to report to staff incidents in which they are bullied and they will be supported to ensure that they are not victimised for doing so. Targeting of students who report bullying incidents will be treated as a serious disciplinary matter.
- 8.2 The victim will be treated with respect and their concerns taken seriously. Every effort will be made to ensure that the student does not have undue attention placed upon them in front of other students, wherever possible.
- 8.3 Support will be offered to students for whom this is thought appropriate.
- 8.4 Opportunities will be made to check on students who have been bullied, to ensure that their situations have been dealt with effectively.
- 8.5 Staff will make parents/carers aware of incidents involving their child, which the school considers to be bullying. Parents/carers of both parties will be contacted. Parents/carers should be aware that because of the need to thoroughly investigate incidents, there may be a time lag between an incident being reported and contact being made with parents/carers.
- 8.6 Parents/carers of a child who has been persistently bullied will be invited into the school to discuss the matter with a Head of Year or a member of the Senior Leadership Team.

- 8.7 There will be a follow-up discussion with the victim, including the parents/carers if appropriate. At this discussion, each party will have the opportunity to give feedback and an update on the situation.

9. The Perpetrator

- 9.1 In the first instance, staff will work with the student who has bullied to endeavour to change the self-image, attitudes and behaviour which have resulted in bullying. The co-operation of parents may be sought in this. A consequence will also be put in place following the first instance of bullying. This will vary depending on the nature of and timeframe over which the bullying has occurred.
- 9.2 Parents/carers of the perpetrator will be informed as soon as possible and made aware of the nature of the incident.
- 9.3 Where necessary, further support will be offered to students who have problems which lead them to bully others. Those involved could include relevant members of staff in school and external agencies as considered appropriate by student, parents/carers and the school.
- 9.4 Following the standard, supportive interventions, more serious consequences will be taken against students who have been involved in physically or emotionally bullying other students.
- 9.5 Parents/carers will be informed following further instances of bullying by child and, where appropriate, a meeting with parents/carers will be arranged to discuss ways of preventing further incidents of bullying.
- 9.6 If, following the school's best efforts, students find that they are unable to modify their behaviour and stop bullying, a suspension from school may be implemented. At this stage the school will continue to provide intervention and support as considered necessary.
- 9.7 Permanent exclusion for a student is the final consequence which may be applied following persistent bullying by that student.
- 9.8 In the case of a severe incident of bullying, immediate severe consequences may be imposed.

10. Students with Special Educational Needs (SEND)

- 10.1 Staff dealing with a bullying incident will seek to determine whether any student involved has special educational needs which may impact upon they way they deal with the situation.
- 10.2 Advice and support will be sought from the Learning Support Team when dealing with students with special educational needs who have been involved in a bullying incident.
- 10.3 Appropriate steps will be taken to ensure that students with educational needs are given the support needed to deal with the situation.
- 10.4 Alternative methods of communication will be available to students where appropriate e.g. scribe, computer.
- 10.5 Throughout the process, staff dealing with the matter will ensure that the student feels that they have been understood.

11. Recording Incidents of Bullying

- 11.1 All reported incidents of bullying will be recorded internally.
- 11.2 Incidents of bullying will be reviewed by members of the Senior Leadership Team and Heads of Year on a regular basis.

12. Bullying in the Workplace

- 12.1 Staff complaints of bullying will be dealt with according to the Staff Code of Conduct.

13. Related Policies

Behaviour and Good Relationships Policy
Equality Policy

14. Review

- 14.1 This Policy will be reviewed by the SAS Committee on an annual basis.

ST MARY REDCLIFFE and TEMPLE SCHOOL ANTI-BULLYING CODE

St Mary Redcliffe and Temple School is committed to creating a school community where bullying will not be tolerated. We will all:

Treat others with respect and kindness

Be inclusive and fair

Encourage others to make good choices

Speak up against bullying and not be a bystander

Report bullying to someone we trust

Use social media appropriately and responsibly

Be positive about each other's differences

Make everyone feel safe in our school community

Support each other

Take responsibility for our actions