

Mission Statement

In Christ We Grow – As a learning community we live out our Mission Statement striving for excellence through caring, sharing and achieving.

This policy should be read in conjunction with:

- ◆ The Single Equality Policy
- ◆ Student Dress Code
- ◆ Learning Expectations Policy
- ◆ Teaching to Support Learning Policy
- ◆ Searching, Screening and Confiscation Policy
- ◆ E-Safety Policy
- ◆ ICT Policy
- ◆ Safeguarding and Child Protection policies

As appropriate, the terms of this policy apply to students who are on alternative provision

Background

Any form of bullying, harassment or discrimination is totally unacceptable in Our Lady Queen of Peace. The school's anti-bullying policy provides a robust and vigilant approach to the issue of bullying in school and on social media. Children know that their concerns about themselves or others will be taken seriously and that a rigorous investigation will be conducted if bullying is reported or suspected. Sanctions are fair and proportionate and the school is relentless in facilitating the repair and restoration of relationships.

Our Lady Queen of Peace is committed to ensuring that every student and member of staff enjoys the right to participate in school life to the full. If a student or member of staff is subjected to bullying, at any stage, these rights are violated and we consider this to be totally unacceptable.

Bullying is the deliberate attempt by an individual (or group of individuals) to make the life of another individual (or group of individuals) a misery. Falling out occasionally with friends does not automatically constitute bullying.

Forms of bullying

Bullying can happen to anyone. This policy covers all types of bullying, including:

- ◆ bullying related to race, religion or culture
- ◆ bullying related to special educational needs
- ◆ bullying related to appearance or health conditions
- ◆ bullying related to sexual orientation
- ◆ bullying of young carers or looked after children or otherwise related to home circumstances
- ◆ sexist or sexual bullying
- ◆ cyber bullying

Peer on Peer Abuse occurs when a young person is exploited, bullied and/or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18.

- ◆ ALL staff and volunteers understand that children can abuse other children
- ◆ ALL staff and volunteers will inform the DSL of suspected peer abuse
- ◆ Peer on peer abuse will be taken as seriously as any other form of abuse, including physical and emotional abuse

Whole school approach

We recognise that bullying is a rarely-witnessed event, and that the most likely source of information to teachers will be through hearsay (either direct from the victim, or indirectly through witnesses or parents/carers).

Everyone connected with Our Lady Queen of Peace has a responsibility to create a secure, safe environment for students in our care so that parents may send their children to school in the confident knowledge that they will be protected from bullies. We will support parents where bullying, particularly cyber bullying, takes place in the wider community.

Bullying is a form of behaviour entirely at odds with our Mission Statement: *"In Christ we grow. As a learning community, we live out our Mission Statement, striving for excellence through caring, sharing and achieving"*.

The school is fully committed to the DfE's Charter to support anti-bullying in schools. It is everyone's duty to respond and deal with potential incidents.

Staff, students and parents/carers will be made aware of procedures for dealing with bullying behaviour which discourages the bully without humiliating the victim.

They will include the following when the incident has been reported:

- ◆ Devoting time to the victim, taking the incident seriously, offering concrete help and support.
- ◆ When dealing with the bully, making disapproval plain, the sanction appropriate, and giving a clear explanation of why it is being applied. An example of appropriate sanction is Community Service.
- ◆ Recording the incident precisely on an Incident Record Form and, if required, recording in the Anti-Bullying Register – located in NB's office - and following up the actions.
- ◆ Involving all parties in the investigation: bully, victim, bystanders and where appropriate offer a Restorative Justice Conference.
- ◆ Keeping staff informed to ensure increased vigilance and awareness.
- ◆ Passing on information to the Form Tutor and Learning Manager and where necessary to the Designated Safeguarding Lead.
- ◆ Informing groups of parents calmly, clearly and concisely and inviting them into school to discuss the situation.
- ◆ Referring persistent bullies to their Learning Manager or a member of SLT to multi-agency partners/School Counsellor.
- ◆ Following up the incident to check on the situation, and to evaluate the success of the strategies employed.
- ◆ Using opportunities, for example, through RE, Citizenship, Assemblies and the PSHE programme, throughout the year to constantly remind all members of the community of the importance of showing due regard and respect for each other in line with school policies and our Mission Statement.
- ◆ Using publicity as the key to implementing the whole-school approach to anti-bullying.

How we raise awareness about bullying

- ◆ Anti-bullying forms part of the inclusive ethos of the school.
- ◆ Students can report any concerns to any member of staff, peer mediators or any member of student voice or prefects.
- ◆ Teachers support a whole-school policy through their care, vigilance and professional skills.
- ◆ Parents/carers are assured that, with their help and support, all issues will be dealt with as conscientiously and effectively as possible.
- ◆ The school encourages discussion about relationships, respect for others and bullying as an anti-social behaviour.
- ◆ Students are made aware of their rights and responsibilities through Citizenship, RE, PSHE and Form Tutor sessions, in addition to, assemblies, and other areas of the curriculum.
- ◆ Parents can contact staff directly via e-mail so that victims of bullying are not seen 'going to the teacher.'
- ◆ Through participation in the Pupil Attitude Questionnaire.
- ◆ Student Voice.
- ◆ A regular agenda item at Student Council meetings.

Parents'/carers' responsibilities

- ◆ To reinforce the standards of behaviour/learning expectations insisted upon by the school when the child is at home.
- ◆ To support the school's Behaviour Policy, including the sanctions issued by school. Parents/carers must note that the school has the right to issue detentions without notice. Parents/carers will be informed by the school and they must support the school's decision when we issue detentions.
- ◆ To uphold the Home-School Agreement which is issued and revised annually.

What we do if bullying occurs

We take a serious view of bullying in whatever form and we follow up reports and complaints, recording all incidents of bullying internally. We deal with bullying whenever it happens to the best of our ability, making use of advice from senior staff and the appropriate use of behaviour sanctions which include:

<ul style="list-style-type: none">◆ R&R◆ Isolation◆ Loss of social time◆ Meeting with parents/carers◆ Internal or External Exclusion	<ul style="list-style-type: none">◆ Respite in another school◆ Managed Transfer to another school◆ Referral to a PRU◆ Permanent Exclusion
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