



St Louis Catholic Academy

Anti-Bullying Policy 2024

Date Approved	27 th March 2024
Signed	Bethan Byrne and Marc Walker
Date of Next Review	Spring 2025

Purpose

To ensure that all children and their parents and carers, staff and Governors understand how St Louis responds to bullying.

Introduction

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a happy, purposeful and secure atmosphere. Bullying of any kind is unacceptable at our school.

If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.

This means that anyone who knows that bullying is happening is expected to inform members of staff or their family.

What Is Bullying?

Bullying is intentional behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

Types of Bullying

Bullying can take different forms. It could include:

- physical bullying: hitting, slapping or pushing someone
- verbal bullying: name calling, gossiping or threatening someone
- non-verbal abuse: hand signs or text messages
- emotional abuse: threatening, intimidating or humiliating someone
- exclusion: ignoring or isolating someone
- undermining, constant criticism or spreading rumours
- controlling or manipulative behaviour
- making silent, hoax or abusive calls.

- The following types of bullying are also hate crimes:
 - racial, sexual, transphobic or homophobic bullying
 - bullying someone because they have a disability

What is cyberbullying?

Cyberbullying is bullying that takes place online. Unlike bullying offline, online bullying can follow the child wherever they go, via social networks, gaming and mobile phone. A person can be bullied online and offline at the same time.

Types of cyberbullying

Cyberbullying can include:

- sending threatening or abusive text messages
- creating and sharing embarrassing images or videos
- trolling – the sending of menacing or upsetting messages on social networks, chat rooms or online games
- excluding children from online games, activities or friendship groups
- shaming someone online
- setting up hate sites or groups about a particular child
- encouraging young people to self-harm
- voting for or against someone in an abusive poll
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name
- sending explicit messages, also known as sexting
- pressuring children into sending sexual images or engaging in sexual conversations.

Effects of Bullying

The effects of bullying can last into adulthood. At its worst, bullying has driven children and young people to self-harm and even suicide.

Children who are bullied:

- may develop mental health problems like depression and anxiety
- have fewer friendships
- aren't accepted by their peers
- are wary and suspicious of others
- have problems adjusting to school, and don't do as well

Signs of Bullying

No single sign will indicate for certain that your child's being bullied, but watch out for:

- belongings getting 'lost' or damaged
- physical injuries, such as unexplained bruises
- being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
- a change in how they are doing at school, including a dip in grades or not handing homework in
- asking for, or stealing, money (to give to whoever's bullying them)
- a change in behaviour, including being nervous, losing confidence, or becoming distressed and withdrawn
- a change in eating or sleeping habits

- bullying others

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Objectives of this Policy

All governors, teaching and non-teaching staff, students, parents and carers and visitors should understand what bullying is and how the school responds to it.

Staff Responsibilities

- to implement procedures to confront bullying of any form
- to listen to all parties involved in incidents
- to report all allegations on MyConcern, the school's online safeguarding system
- to investigate incidents promptly and as fully as possible
- to take appropriate action
- to promote the use of a range of learning styles and strategies which challenge bullying behaviour
- to promote open management styles which facilitate communication and consultation within the school and relevant agencies when appropriate
- to promote the use of interventions that support perpetrators, witnesses and victims of bullying

Procedures

- Report bullying incidents to staff or Children's Champions or SLT.
- In particular cases of bullying, the incidents will be recorded by staff.
- In particular cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may take place.
- Assertive training
- Counselling (Mentor, Learning Manager, SLT, other)
- Use of home / school communication books
- Involvement of external agencies
- Monitoring by Mentor/Learning Manager
- Peer support/peer mentoring
- Formal recording (racism/homophobia)
- Use of behaviour contract
- Liaison with parent/carer/social worker
- In serious cases, suspension or even exclusion will be considered
- If possible, the students will be reconciled

- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.