

# Brentwood Ursuline Convent High School



## Anti-Bullying Policy

Authorised by Resolution of the Governing Body of the Brentwood Ursuline Convent High School

Date: 11<sup>th</sup> October 2022

Signature .....

Effective date of the policy 11<sup>th</sup> October 2022

Review date of policy October 2025

**This policy is written in the light of the school mission statement.**

### **Aims of the Anti-Bullying Policy**

In the light of the school mission statement the main aim of the Anti-Bullying Policy is to develop and sustain a Christian environment in which each student can grow in personality, relationships, knowledge and skills towards a full realisation of their potential.

Brentwood Ursuline Convent High School understands bullying to be behaviour that deliberately attempts to cause distress to another person; it may be physical, verbal, psychological or emotional, racist or sexual. It may involve both the spoken and written word including social media, and all electronic communication. Bullying is usually characterised by a pattern of related incidents deliberately targeted at an individual or group and intended to upset them; it usually involves an imbalance of power and control in the relationship, perhaps deriving from age difference, physical power or social influence and status. It is sometimes difficult to differentiate bullying amongst children from other relational difficulties or disputes, and whilst the perception of the student(s) is important, each case should be examined calmly and professionally to determine the nature and extent of the problem.

We respect the rights of each individual in accordance with the Equal Opportunities Policy of the school to ensure that differences are respected and valued, not mocked. Bullying is not acceptable behaviour in this school and we expect everyone to work together to ensure that any incidence of bullying is brought out in the open, treated seriously and dealt with appropriately and decisively.

We aim to create an atmosphere in which students and staff who feel bullied, or see bullying occurring have the confidence to tell a responsible person what is going on, secure in the knowledge that they will be listened to and believed and that steps will be taken to resolve the situation.

Parents should inform the school if they have concerns about their child being bullied or being a bully at school. Parents and teachers should be encouraged to work together to enable students to achieve solutions to these problems. It should be recognised that teachers can deal with issues that arise in school, but that issues arising outside school, for example on social

media or public transport, are the responsibility of the parent to address, if necessary with the police, and the school will support parents in this as far as it can.

As part of PSHE in Years 7 – 11, students discuss issues of bullying so that they can develop an understanding of what may constitute bullying, how to avoid being involved in it, the feelings of the victim and the aggressor and the long term harm that bullying causes. Students are encouraged to understand that it is right to seek help to resolve difficulties of this kind and should have confidence that the issue will be dealt with sensitively.

School support may be offered for those students involved in bullying – both those who bully and those who are being bullied. The level of help will vary from staff and peers, the use of outside agencies, the School Nurse, and in the most serious cases such as Social Services or Children and Family Services dependent on the specific circumstances and the needs of those involved.

Physical violence of any kind is not acceptable within this school. If fighting occurs the parents of those involved will be contacted immediately and may be asked to remove their children from the premises. The students will be brought back into school by one or both of the parents for an interview with the Head of Year, a member of the SLT and/or Head Teacher to explore the issues involved and reaffirm the standards required of students in the school community. The following procedures are an outline of how bullying incidents are dealt with in school:

- ensure that bullies and victims are interviewed separately
- obtain witness information
- keep a written record of the incident, investigations and outcomes, enter details into CPOMS.
- Evaluate whether the incident constitutes bullying or whether it comes, for example, into the category of everyday disagreement, petty conflict or arises from a misunderstanding between parties e.g. bad joke, teasing
- once a case of bullying has been identified and addressed, fill in the Bullying Incident Form and upload into CPOMS to alert key staff
- inform relevant staff about the incident where a student is involved
- ensure that action is taken to prevent further incidents

Such action may include:

- ❖ imposition of sanctions (in accordance with the School Behaviour Policy)
- ❖ obtaining an apology
- ❖ informing parents of both bully and bullied
- ❖ providing appropriate training and support where necessary
- ❖ directing staff/students to relevant online support - NSPCC
  - CEOPS
  - Childline

A record of major incidents will be maintained in order to establish the frequency and type of such difficulties and to assist staff in developing appropriate approaches to combat such problems.

#### **Associated Policies:-**

Behaviour Policy

Attendance Policy

Safeguarding Policy