



Bullying Prevention Policy 2023

Policy Owner	Assistant Principal - Pastoral
Date of Adoption	November 2023– Reviewed and updated after consultation with the College Council
Approved	14/11/2023
Date for Review	November 2024

Aspire not to have more but to be more

Saint Oscar Romero

+ Honourable Purpose + Respect + Compassion + Cooperation +
Stewardship +

Background

Here at All Hallows Catholic College we are determined that attitudes and behaviour which prevent us from living by our mission statement and core values should be actively discouraged and challenged on every level. Bullying is one such behaviour that individuals or groups will use to intentionally hurt or harm another within our community. All Hallows Catholic College has developed a “Whole College” approach to encourage both adults and children to create an environment where bullying is not tolerated in line with the Rewards and Behaviour Policy that was implemented in September 2019 and further updated in May 2021 and September 2023. Every member of our College community has the right to be treated with respect and care and receive help with this.

Bullying can be described as:

- Taunting, teasing, winding up and humiliating others
- Using physical violence against others
- Ignoring and excluding from group activities
- Intimidating by words or actions
- Stealing personal property
- Name-calling that hurts or embarrasses

Bullying can take the form of physical, racist, verbal, sexual and homophobic incidents.

Bullying may take place using modern technology (e-mails, text messages and social networking sites – so called “cyberbullying”). Groups or individuals, either in private or in public, can bully against others and we are aware of the impact on when peer to peer relationships can go wrong. Some people can cope with being bullied better than others. Others will feel isolated, feel at blame and suffer from low self-esteem. Bullying can affect academic performance and cause long term damage to social and emotional development and, in these cases, support will be offered.

Any student can be vulnerable to bullying but some students more than others, including those who identify as LGBTQ+, SEN and disabled, refugees, Free School Meals children, looked after children, children of other faiths, young carers, and those whose appearance sets them aside from others (source: Anti Bullying Alliance)

College Strategies to Prevent Bullying

- Regular promotion of our anti-bullying culture in lessons and assemblies that will also promote raising self-esteem and confidence
- Regular research into bullying issues through questionnaires distributed by the College nurse and/or other staff
- Efficient patrolling by staff in key areas at break, lunch, before and after College and vigilance within the classroom
- Use of technology, such as a special anti-bullying email address (bullying@allhallows.org.uk and beingme@allhallows.org.uk)
- Provision of safe areas in College at key times for different year groups (play areas, classrooms, toilets and lunch areas)
- Staff controlling seating arrangements within the classroom and being vigilant within the College environment
- Involvement of students in anti-bullying promotions and procedures (College Council, 6th form Peer Mentors/Prefects, Anti Bullying Ambassadors (to be trained in Spring 2022) and vigilance from older students both in College and on the College buses)

- Clear procedures to deal with bullying for all staff to follow – referrals made should be logged and confidential records kept
- Bullying Prevention Co-ordinator (Assistant Principal) and Bullying Prevention Link Governor to oversee anti-bullying work done in College
- Use of CCTV both within the College grounds and on buses where available to help with prevention of bullying and investigations after cases of bullying
- Reminding students where to go if they need to report bullying (relevant staff and the pastoral rooms)

When a Member of our Community is Being Bullied:

All Hallows Catholic College encourages all people who are being bullied to speak up. An older student, friend, any teacher, family member or colleague will listen to people who are being bullied and help them to report the incident. Confidential meetings will exist where required to help create a climate of trust. The college will encourage students that bullying will be dealt with in a way that will not exacerbate the situation as this may prevent students from coming forward and reporting incidents fearing a backlash.

If someone witnesses bullying, then they must not join in or encourage the bullying to continue. Members of our community should report the incident as soon as possible to an adult and try to persuade the person to report it him or herself. Incidents should be logged by teachers and confidential records kept. Students will be encouraged to support other students as well as actively trying to stop it when possible.

Adults in our community share the responsibility for the prevention of bullying and for responding to incidents of bullying. No incidents of bullying should be ignored, and correct procedures should be followed. If a child is being bullied, then the incident should be taken seriously and investigated. The events must be logged on an incident sheet, signed and dated and passed onto pastoral leaders in College, such as the relevant Year Learning Leader or Senior Leadership Team. Form Tutors have a major role to play as they have frequent contact with children and often build up relationships that mean they are often in the best position to help, support and talk to the student.

In the majority of cases, both sets of parents should be notified of the incident. They should be informed how it is being handled and by whom. Reconciliation should be attempted firstly between the main parties (the students). If this is unsuccessful then parents may be brought in to help with the reconciliation.

Peer mentor / prefect support or external counselling (such as JDI) should be offered to both parties but may not be used. The bully may also be sanctioned for their behaviour. This will follow the College Rewards and Behaviour Policy and may include behaviour points and linked sanctions such as: internal isolation, fixed term suspensions, and permanent exclusions, detentions, reports and contracts, loss of privileges, college community service etc. These will be shown as behaviour points on the record of the student.

Bullying Prevention Co-ordinator (Assistant Principal)

This is a role designed to:

- Review incidents of bullying logged by pastoral staff and others
- Create awareness and promotion of anti-bullying ethos in the College through the student voice (College Council and Peer Mentors/Prefects) and through lessons (including cross-curricular PSHE themes)

- Regularly listen to the views of the College community through the College Council as to how the anti-bullying culture can be enhanced
- Ensure the current anti-bullying policy is reviewed, updated and publicised each year to the College community
- Highlight staff development opportunities regarding anti-bullying issues
- Involve the College in nationwide initiatives regarding anti-bullying where appropriate
- Ensure that appropriate follow up support is given to both bully and the person experiencing bullying
- Be involved in meetings with relevant students, staff and parents

A Message from the College Council – past and present

All members of our community contribute to the College environment. A College where there is no bullying is a College that can thrive both academically and as a community. From our first day at All Hallows Catholic College we have always been assured that bullying will be dealt with effectively and immediately. We also know that from experience that College is a much more enjoyable space when people are kind to each other. Everyone deserves the right to feel safe and comfortable whilst receiving their education. No matter what we look like on the outside, we are all the same on the inside.

H Jarvis and J Tugade (Head Girl and Head Boy at All Hallows Catholic College – November 2020)

All Hallows' has a clear zero tolerance policy against bullying, mirrored by the whole College community. Throughout the College we feel safe in the assurance that all teachers are always there to listen to any reports and ensure all cases are dealt with in an appropriate way. The establishment of clear guidelines towards the forms in which bullying appears and the ways in which bullying is treated sets out a precedent for us all to appreciate. We all maintain a strong stance against every form of bullying and believe this contributes to our fantastic learning environment.

E Rowley (Head Student – October 2021)

We are one community here at All Hallows and we look out for one another. Both students and staff use the values of our college in our daily actions and I am proud to be Head Student of this College.

D Franklin (Head Student – October 2022)

Here at All Hallows', everything we do as a school is guided by our 5 core values (honourable purpose, compassion, respect, stewardship and co-operation) and each student has an impact on how the school lives out its mission statement. As a community, we aim to reflect the words of Oscar Romero's 'Aspire not to have more but to be more'. To many, these words have different meanings, however, for me through these words, I believe the meaning behind it is that no individual is better than the other and that everyone is equal no matter the race, gender, faith, etc. As a school, we have a zero tolerance for bullying and any bullying of any sort will always be dealt with in a quick and proper way. Each student at the school is never looked at or treated differently and so if a person feels like they are being bullied, there are many steps a student can take (as they are made aware of on their first day of school).

M Rozman (Head Student – November 2023)