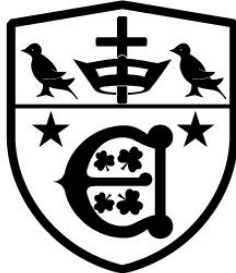


Anti Bullying Policy



**ST EDWARD'S
COLLEGE**
LIVERPOOL

Introduction

The St Edward's College Anti-Bullying Policy, and the procedures contained therein, reflect the philosophy set out in the College Mission Statement, particularly with reference to 'the promotion of an atmosphere where all members of the community can feel comfortable' and 'where the dignity and uniqueness of the individual' is respected.

St Edward's College is a Christian Community. Rooted at the heart of the Gospel teachings is the idea that we are all of equal importance and dignity before God. If we believe this, it follows that we cannot tolerate an environment in which some members of the community can be diminished by the physical, mental and emotional cruelty of others. We cannot accept bullying as part of the normal pattern of school life.

At St Edward's College we firmly believe, as Christians, that our young people can only develop their full potential if they live in an environment where respect for each other is tangibly present in all situations and where no individual is isolated or marginalised by others.

Each member of the College has the following rights:

- To be accepted for who they are, no matter how different they are to peers
- To come to the College free from fear of mental, physical or emotional cruelty
- To cultivate to the full all of their talents, free from the envy of their peers
- To know that their worries and concerns are important and will be acted upon by those in a position to help them
- To be supported by staff and peers if they experience difficulties.

Principles

- Adopt a definition of bullying that is agreed across the College Community
- Have a consistent approach to any bullying incidents that occur
- Raise awareness of bullying and promote positive relationships based on mutual respect
- Seek to involve all members of the College community in the implementation and monitoring of this policy
- Promote positive action to prevent bullying, particularly in challenging prejudice and discrimination through the pastoral curriculum
- Provide support for all members of the College community that may be involved in dealing with an incident of bullying
- Provide appropriate training for both staff and pupils to support the implementation of the Policy across the College
- Ensure fair treatment for all, regardless of age, culture, disability, gender, religion or sexuality, and encourage understanding and tolerance of different social, religious and cultural backgrounds
- Ensure that pupils are taught about the risks associated with cyber-bullying and how to behave safely and appropriately on-line through the pastoral curriculum
- Encourage pupils and parents to follow the guidance regarding online bullying contained in Appendix One of this policy
- Encourage all members of the College community to 'call in out' and act against bullying.

Definition of Bullying

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online'.

(Anti-Bullying Alliance)

It is important that all members of the College community, staff and pupils alike, are mindful of this and that each of us makes an effort to conduct all our dealings with one another in a spirit of consideration and courtesy – 'Treat other people well'

Types of Bullying

Bullying typically demonstrates the following characteristics:

- **Repetition** - not one-off incidents but frequent and over a prolonged period of time
- **Intent** - behaviour is deemed purposeful, not accidental
- **Clear victim** - behaviour is targeted at specific individual or group
- **Power imbalance** - unequal power, causing stress to one party

However, the reality is that bullying can also be circumstantial, the result of a single situation, such as a social media post reaching many people.

Bullying behaviour can be:

- **Physical** – pushing, poking, kicking, hitting, biting, pinching etc.
- **Verbal** - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- **Emotional** – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- **Sexual** – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- **Online /cyber** – posting on social media, sharing photos, sending nasty text messages, social exclusion
- **Indirect** - can include coercion, anonymous actions (including sharing of personal information) and controlling behaviour

Bullying is not:

- A one-off comment said in anger in which there is no evident power imbalance between the students involved.
- An argument between two students where both have been guilty of similarly offensive or threatening remarks.
- A physical altercation between two students in which both have been willing participants.

The Effects of Bullying on the Individual

The lives of pupils who are bullied are made miserable, they may suffer injury, attend the College erratically or infrequently, lose self-confidence, and underachieve educationally and socially. Many of the outward signs of bullying can be the same as other indicators of abuse such as non-accidental injuries (including self-abuse), low self-esteem, unhappiness, fear, distress or anxiety.

If unchecked, others may come to see bullying behaviour as acceptable within the College. It is not unknown for victims to become bullies of younger or more vulnerable pupils than themselves. Bullying that is not addressed may have lasting effects on the child and his/her peer group and family.

Roles and Responsibilities

The Governing Body

- To monitor the implementation of this policy and review it on a regular basis

Principal

- Responsible for the well-being of all pupils and staff
- Ensure all staff, governors, parents and pupils are aware of the policy alongside awareness being raised of issues associated with bullying in schools

The Deputy Principal (Pastoral)

- To liaise with the Principal on all matters regarding the safeguarding of the pupils
- To identify emerging trends and patterns and coordinate appropriate response
- To monitor and liaise with the Deputy Designated Safeguarding lead and the Assistant Principals to ensure all reported incidents or allegations of bullying are recorded on CPOMS and investigated swiftly, thoroughly and fairly, and resolved in a reasonable and appropriate manner
- To monitor the sanctions issued and liaise with the Deputy Designated Safeguarding lead and the Assistant Principals regarding further actions to be implemented where appropriate.
- To liaise with the Assistant Principals to ensure the implementation of whole school initiatives to highlight bullying issues, including Internet Safety and Anti-Bullying Week
- To ensure all staff are provided with regular training

The Deputy DSL

- To liaise with the Principal on all matters regarding the safeguarding of the pupils
- To monitor and liaise with the Deputy Principal to ensure all reported incidents or allegations of bullying are recorded on CPOMS and investigated swiftly, thoroughly and fairly, and resolved in a reasonable and appropriate manner
- To monitor the sanctions issued and liaise with the Deputy Principal and Assistant Principal(s)
- To liaise with the Assistant Principals to ensure the implementation of whole school initiatives to highlight bullying issues, including Internet Safety and Anti-Bullying Week

The Assistant Principal (Pastoral) and/or Assistant Principal (Sixth Form)

- To liaise with the Deputy Principal (Pastoral) on all matters regarding the safeguarding of the pupils
- To monitor that incidents or allegations of bullying that are recorded on CPOMS
- To ensure all incidents are investigated in order to establish the facts through taking statements from the victim(s), perpetrator(s) and any witnesses
- To ensure Heads of Year and form tutor monitor pupils who are victims and perpetrators of bullying and to keep the parents / carers informed
- To liaise with the Heads of Year to ensure the implementation of whole school initiatives to highlight bullying issues, including Internet Safety and Anti-Bullying Week
- To ensure the use of appropriate assemblies and tutor time to highlight aspects of bullying
- To ensure all staff are provided with regular training
- To liaise with external agencies as necessary

Head of Year and Pastoral Manager

- To investigate incidents by establishing the facts through taking statements from the victim(s), perpetrator(s) and any witnesses

- To inform all parents/carers of the incident, record the incident on CPOMs and liaise with the Assistant Principal (Pastoral Care) or Assistant Principal (Sixth Form) regarding the sanction and actions to be taken
- Determine an appropriate course of action/sanction and communicate this decision as required

All Staff

- To promote a climate in which bullying is not tolerated and pupils are encouraged to respect and value one another – ‘treat other people well’
- To be alert to any potential incident of bullying and intervene when instances are noticed
- To refer incidents that constitute bullying via CPOMs to the appropriate Head of Year

Action to be taken by pupils when bullying occurs

By the Victim

Victims of bullying need to realise that they are not expected to, and must not, suffer in silence. Anyone who feels he or she is being bullied should approach either their Head of Year, form tutor or any other member of staff with whom they feel they can discuss this matter. They can also use the talk and support button to ask for help.

By those who witness Bullying

Those who witness any form of bullying have a moral obligation to take action. They need to ‘call it out’ and not be a passive bystander. Bullying will always flourish when a conspiracy of silence surrounds the actions of the bully. Anyone witnessing an instance which he or she considers is an action of bullying should approach either their Head of Year, form tutor or any other member of staff with whom they feel they can discuss this matter. They can also use the talk and support button to ask for help. Anyone giving a member of staff such information will be assured that their identity is kept confidential.

Process

- When bullying is reported:
Once a bullying complaint has been received by the school, the deputy safeguarding lead will notify the Head of Year with the aid of the pastoral team will normally take personal responsibility for the investigation, although more senior staff may take the lead role under specific circumstances.

The alleged perpetrator(s) will be spoken to as soon as possible and the victim will be supported throughout the investigation

- On completion of the investigation:
If the allegation is upheld, the outcome and investigation will be logged on CPOMs and sanctions will be issued as per the College Rewards and Sanctions Policy.

Communication of the investigation outcome:

The victim will also be informed of these outcomes. Parents of both the victim and the perpetrator will be informed of the issue and consequences of the school’s investigations and the sanctions that have been applied.

Support for the victim:

The Deputy DSL, Head of Year and form tutor will play a key role in supporting the victim following the bullying incident.

This support will include:

- Taking time to talk to the victim about the actions that have been taken by the school.

- Giving advice about how to avoid contact with the perpetrator and their associates in future. Providing support from staff and/or their peers to ensure that they feel safe during the school day
- In the weeks that follow, the deputy DSL, will proactively check with the victim if there has been any recurrence of these issues.

Support for the perpetrator:

We also recognise that the perpetrator often needs support and positive guidance in these circumstances. Once the sanction has been served and any restorative processes completed, the perpetrator may also need additional support and encouragement to ensure that such issues do not recur. This may involve ongoing advice and oversight from their form tutor, Head of Year and other pastoral staff where appropriate

This Policy was adopted by the Governing Body in January 2024. The next review will be January 2026.

Appendix 1

Cyber-Bullying

Safety Advice for Children and Young People

1. Always respect others, be careful what you say online and what images you send.
2. Think before you send. Whatever you send can be made public very quickly and could stay online forever.
3. Keep your password to yourself. Only give your mobile phone number or personal email address to trusted friends.
4. Block the bully. Learn how to block or report someone who is behaving badly.
5. Don't retaliate or reply to threatening or insulting comments.
6. Save the evidence. Learn how to keep records of offending messages, pictures or online conversations.
7. Make sure you tell:
 - An adult you trust or call a helpline like ChildLine on 0800 1111 in confidence.
 - The provider of the service by checking the service provider's website to see where to report incidents.
 - The College. Inform your form teacher, Head of Year or any other member of staff
8. Finally, don't just stand there if you see cyber-bullying going on, support the victim and report the bullying. How would you feel if no-one stood up for you?
9. Refer to www.thinkuknow.co.uk, the Child Exploitation and Online Protection Unit website for children and their parents.

Safety Advice for Parents and Carers

1. Be aware, as your child may be as likely cyber-bully as be a target of cyber-bullying.
2. Be alert to your child appearing upset after using the internet or mobile phone. This might involve subtle comments or changes in relationships with friends. He/she might be unwilling to talk or be secretive about online activities and mobile phone use.
3. Talk with your children and understand the ways in which they are using the internet and mobile phone.
4. Use the safety features offered by your internet service provider/mobile phone provider/social networking websites and ensure the security settings are appropriate.
5. Remind your child not to retaliate.
6. Keep any evidence of offending emails, text messages or online conversations.
7. Report cyber-bullying:
 - If it involves another pupil, contact the College so that we can take appropriate action.
 - Contact the service provider.
 - If the cyber-bullying is a potential criminal offence, you should consider contacting the police.
10. Refer to www.thinkuknow.co.uk, the Child Exploitation and Online Protection Unit website for children and their parents.