



Anti-Bullying Policy

At St Augustine's CE High School, it is very important for us that all members of the school community experience being included and cared for so they can experience life in all its fullness. As such it is important that the whole school community has a full understanding of what bullying is and that when it is reported they will be supported through the steps taken to deal with it. All aspects of student behaviour and conduct should support each individual to achieve their best and fulfil their potential, academically, socially and spiritually. Through this, we can create a community which enables all to be safe and grow in kindness and respect

Approved by:	The Governing Body	Date: October 2023
Last reviewed on:	September 2022	
Next review due by:	October 2025	



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The students and staff of St Augustine's CE High School, are committed to providing a safe and non-threatening atmosphere for each and every one of our pupils. We have a "zero-tolerance" policy against bullying. Bullying of any sort is completely unacceptable in our school community. This policy will help all of us to recognise bullying and to prevent it. If bullying does occur, students should be aware that all incidents will be addressed quickly, thoroughly and effectively. We also expect that this policy will encourage the victims, the bullies and other witnesses to come forward and talk about their issues to a member of staff or someone they trust. Our aim at St Augustine's is to stop bullying forever.

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils and staff with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

Objectives of the Policy

- All students, parents, teaching and non-teaching staff and the school management should have a full understanding of what constitutes bullying.
- All students, parents, teaching and non-teaching staff and the school management should know what the school policy is on bullying and follow it when bullying is reported.
- In St Augustine's we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- Everyone should be familiar with this policy and should know what steps to take when an incident occurs

What is Bullying?

Bullying is a form of antisocial behaviour that the school considers inappropriate and unacceptable in all its forms. Bullying is behaviour by an individual or group, repeated over time, that hurts another individual or group either physically or emotionally.

It can take many forms, including:

- Cyber bullying via text messages or the internet
- Prejudice based bullying against particular groups e.g., on grounds of disability, gender identity (including transphobia), race, religion, sex, sexual orientation and special educational need.
- Bullying can be motivated by actual differences or perceived differences. Bullying can be:
- Physical e.g., punching, kicking, hitting, spitting at another person
- Verbal e.g., name calling and/or offensive, discriminatory verbal abuse, including homophobic, biphobic, sexist language, and transphobic bullying.
- Emotional e.g., humiliating, ridicule, tormenting
- Exclusion e.g., deliberately excluding a person or encouraging another person to exclude a person from discussions/activities
- Damage to property or theft e.g., deliberately damaging someone's or taking personal belongings. Physical or verbal threats might be used to force the person to hand over their property
- Face to face or remote e.g., via the internet or text
- By someone known to the recipient or an unknown protagonist e.g. an anonymous email
- Cyber-bullying e.g., communications that intimidate, control, manipulate, put down, falsely discredit, or humiliate.

Stopping violence and ensuring immediate physical safety is our first priority but emotional bullying can be more damaging than physical. (See ref: Preventing Bullying 2017, DFE).



The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. Schools have wider search powers included in the Education Act 2011 to give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

Generative artificial intelligence (AI)

Artificial intelligence (AI) tools are now widespread and easy to access. Staff, pupils and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Bard. St Augustine's recognises that AI has many uses to help pupils learn but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real. St Augustine's will treat any use of AI to bully pupils in line with our anti-bullying/behaviour policy.

Where bullying outside school is reported to school staff, it will be investigated and acted on. The Headteacher will also consider whether it is appropriate to notify the police or our Safer School Police Officer. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed

Bullying can be (but is not limited to):

- physical (hitting, kicking, theft)
- teasing • making threats
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)

We appreciate that cases of bullying can be very complex. At St Augustine's we understand that sometimes there is relational conflict between students. This is not defined as bullying where there is a balance of power. However, where there is unkindness between students the pastoral team will endeavour to support students and re-emphasise our core values.

Signs and Symptoms of Bullying:

- A big change in personality
- Start to become very insecure
- Start bullying others weaker and smaller than them
- Reluctant to go to school
- Change route to school
- Begin to fail in school
- Have nightmares
- Repeatedly lose pocket money and start stealing
- Come home with physical bruises
- Stop going out
- Continually lie
- Start becoming aggressive
- Truancy
- Start to cry easily and become fearful.



Guidelines for Students

If students who feel they are being bullied are to tell us about bullying, we must work together to create an atmosphere of trust. Students who are classed as targets must know that their concerns will be taken seriously and recognise that investigations take time.

- Report any suspicion of bullying to an adult immediately in person.
- Walking away from any potentially dangerous or threatening situation, and telling an adult immediately
- Treating everyone in the school community with respect, and being mindful of others' feelings at all Times
- If you feel you cannot tell a member of staff directly, tell someone you trust i.e., a friend, parents, an adult.

Year Teams:

Year 7: Mr Russell/Ms Brady
Year 8: Mr Cunniffe / Ms Juy
Year 9: Ms Nicholls/ Ms Eburay-Anteson
Year 10: Mr Singh/Ms Toone
Year 11 Ms Hill/Ms Jarrett
6th Form: Mr Amos/Ms Donnellan

Guidelines for Parents

We believe it is important for our school to work with parents/carers to help them to understand our approach with regards to bullying and to engage promptly with them when an issue of bullying comes to light, whether their child is the student being bullied or the one doing the bullying. We will ensure parents/carers are made aware of how to work with us on bullying and how they can seek help if a problem is not resolved. Some parents may need specific support to help deal with their child's behaviour. Where our school identifies that this is the case, we will initially provide support ourselves or signpost the parents to appropriate channels of help.

If you believe your child has been bullied:

- Reassure your child that you and the school will work together to resolve the problem
- Contact the school immediately, where you will be helped sensitively by a member of staff
- Keep in touch with your child's head of year until the problem is resolved. If the bullying does not stop make sure the school knows so further action can be taken

Noticing any signs that a child might be subject to bullying, these may include:

- a sudden and sustained change in behaviour e.g. becoming tearful, bad tempered or unhappy
- a change in sleeping patterns
- a change in friendship groups, or a reluctance to talk about friends
- Report any suspicion of bullying to staff immediately

Pastoral staff will try to check at regular intervals on the welfare of a student who has been bullied, but we do rely on Students reporting any repetition. Both students and parents must understand that we cannot take action if we are not made aware.



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Guidelines for Staff

Internal procedures:

- All bullying incidents should be reported immediately to a member of the student's year team
- If you witness bullying it is your responsibility to report the incident
- All bullying incidents should be recorded by the school
- In extreme cases both parents of the bully and the victim should be informed and brought in for a discussion about the problem
- The bullying behaviour should be investigated quickly and fully, with both victim and the bully informed that the behaviour must stop immediately
- Often bullies will be offered counselling
- Non-teaching staff such as site staff, are to be encouraged to report any incident of bullying behaviour they witness
- Restorative justice may be used as a way of moving forward.

Staff should be mindful to:

- Being alert to signs of bullying, including a change of pattern in behaviour (including friendship groups), attendance, punctuality, achievement, contributions in lessons and around the school
- Being available for children to talk through issues with outside lesson time
- Being mindful of seating plans, and groupings in lessons and activities that might lead to bullying
- Being proactive on all duties, and noticing any children who seem isolated or withdrawn Passing on concerns or issues immediately to the relevant pastoral leader
- Use the Behaviour policy consistently at all times.
- Promote an open and honest ethos that ensures that all members of the school community know and agree with our stance on bullying.
- Ensure that all staff exhibit positive behaviours, demonstrate our core values and become positive role models to students.
- Doing nothing could be construed as bullying.
- Doing nothing could be construed as supporting bullying.

The Outcome:

- The victim will be offered support, a clear route to be heard and opportunities to have their voices heard.
- The bully/ies will be expected to change as well as receive appropriate sanctions and support.
- In serious cases, exclusion may be seen as a sanction
- The bullying incident will be recorded and for a while staff will monitor the student involved to ensure that bullying will not take place again
- Counselling may be offered to both victim and the bully
- Support from mentors or pastoral staff
- Support from School Based Police Officer.

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem.

Parents should be reminded on regular basis through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer. Whilst there is little history of bullying at St Augustine's CE High, we believe that one is one too many. We believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue.



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Prevention

- Prevention of bullying will include:
- Implementing this policy
- Writing a set of school rules
- Having assemblies and PSME about bullying
- Putting posters up and giving out booklets
- Possible use of a bullying contract
- Making posters to inform others about bullying
- Using student voice

Conclusion

- An anti-bullying policy alone will not stop bullying. Bullying is an aspect of life that we strongly believe can only be reduced through an understanding of why it happens. Our policy is directed at improving this understanding. The school will review this policy every academic year. At St Augustine's CE High School, we want our school free from bullying and will work together to beat bullying forever.

Statutory framework and other guidance

- This policy complies with all advice and legislation contained within:
 - DfE Guidance 'Preventing and Tackling Bullying' March 2014
 - DfE Guidance 'Behaviour and Discipline in Schools' July 2013
 - DfE Guidance 'Safe to learn; embedding anti-bullying work in Schools'
 - Cyber Bullying advice for Headteachers and School Staff November 2014

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- Provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst students. These measures should be part of the school's behaviour policy which must be communicated to all students, school staff and parents.
- Gives head teachers the ability to discipline students for poor behaviour that occurs even when the student is not on school premises or under the lawful control of school staff.

- Other relevant legal frameworks that this Policy adheres to:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989
- Education Act 2011
- School Standards and Framework Act 1998
- Independent School Standard Regulations 2010

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

Other policies

- The Anti-



Bullying Policy should be

read in conjunction with the following areas of School policy:

- Equal Opportunities Policy
- Behaviour Policy

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying> •
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-healthwithout-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net CyberbullyinG
- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk LGBT
- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice0-to-25> Racism and Hate
- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational



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