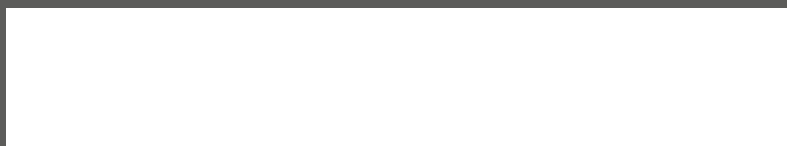




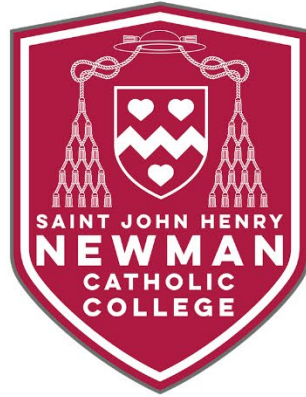
2023  
2024

Policy adopted: March 2019  
Last review date: November 2023  
Next review date: November 2024

Signed by: Mr J. Cassin.  
Position: Chair of Governors



# ANTI-BULLYING POLICY



Saint John Henry  
**Newman Catholic College**

**LOVE** ONE ANOTHER

**FAITH** IN OUR COMMUNITY

**COURAGE** TO DO THE RIGHT THING

**VOCATION** TO MAKE A POSITIVE CONTRIBUTION

**SERVICE** TO LOVE YOUR NEIGHBOUR AS YOURSELF

**DIGNITY** TO TREAT OTHERS AS YOU WOULD LIKE TO BE TREATED

**EXCELLENCE**

“We strive to have the courage to celebrate  
and live our Christian Faith,  
in love and service to all others,  
to achieve dignity and excellence”

We monitor the impact of all policies on students, staff, parent and governors with particular reference to the impact on the attainment and wellbeing of students.

As a Roman Catholic College we believe that our policy should reflect our mission statement, which calls us to love and honour the dignity of every individual.

## Contents

<b>Principles</b> .....	4
<b>Purpose</b> .....	4
<b>Process</b> .....	4
<b>What is Bullying?</b> .....	5
<b>Statutory Guidance and Legislation</b> .....	6
<b>Responsibilities</b> .....	6
<b>Our Community</b> .....	6
<b>Procedure for all reported incidents of bullying</b> .....	7
<b>Outcomes</b> .....	7
<b>Appendix A: Bullying Response Protocol – Bullying Flow Chart</b> .....	8
<b>Appendix B Student Reporting here4u</b> .....	9
Each student received the here4u card .....	10
<b>Appendix C Parents/carers reporting Bullying Concerns</b> .....	11
Go to Newman RC College website/Parent Portal/ Contact/Bullying Reporting .....	11
<b>Appendix D Links</b> .....	12

## Principles

We do not tolerate any form of Bullying. Bullying of any kind is always unacceptable.

Our College community believes that:

- Everyone has the right to feel safe at school
- Everyone has the right to be happy at school
- Everyone has a duty to help and support all members of our community.

## Purpose

This policy aims to ensure that the Governors, staff, parents, and students work together to make Newman RC College a place where Bullying will not be accepted.

## Process

This policy outlines what the college will do to prevent and tackle all forms of bullying.

The policy has been adopted with the involvement of the whole school community.

The college is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.



## What is Bullying?

There is no legal definition of bullying, however, it's usually defined as the repetitive, intentional hurting of one person by another. Bullying can be physical or psychological. It can happen face to face or through social media platforms, cyberspace. It results in pain and suffering /or emotional distress to the victim.

Bullying can be defined as "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally" ([DfE "Preventing and Tackling Bullying", July 2017](#)).

Bullying can include, name calling; taunting; mocking; making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Bullying includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include, sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the college as being a form of peer-on-peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/students with protected characteristics):
- Bullying related to race, religion, faith, and belief and for those without faith
- Bullying related to ethnicity, nationality, or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation including homophobic and biphobic bullying
- Gender based bullying, including transphobic bullying
- Bullying against teenage parents (pregnancy and maternity under the Equality Act)

## Statutory Guidance and Legislation

This policy is based on DfE guidance 'Preventing and Tackling Bullying' July 2017 and supporting documents. It also considers the DfE statutory guidance 'Keeping Children Safe in Education' Update: 1<sup>st</sup> September 2023 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The college is also informed by Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- The Education (Independent School Standards) Regulations 2014
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Department for Education: Keeping Children Safe in Education 1st September 2023

Cyberbullying: Advice for headteachers and school staff/Advice for parents and carers- Published: November 2014

## Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently, and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Students to abide by the policy.

## Our Community

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our students are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilise support from the Local Authority and other relevant organisations when appropriate.

## Procedure for all reported incidents of bullying

- All incidents of bullying must be reported to staff who must record details on the College Safeguarding portal, CPOMs.
- Students can report bullying to their Form Tutor, Pastoral Coordinators, Pastoral Manager, Year Leader, or any other member of staff in person.
- Students may report bullying online via the confidential email [here4u@newmanrc.oldham.sch.uk](mailto:here4u@newmanrc.oldham.sch.uk).
- Parents/carers can report incident of Bullying via Bullying Reporting Portal on website homepage.
- The parents/carers of the victim and the perpetrator will be contacted and kept fully informed.
- Where necessary and appropriate, our School Liaison Police Officer will be consulted.
- The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
- Pastoral support will be offered to the victim(s)/perpetrator(s) to change their behaviour. Students will be afforded personalised Reflection Programme, to modify behaviours and understand impact on others.
- Formal procedures for racist incidents are followed. All incidents of racist abuse/bullying/harassment are reported to the Safeguarding Team or the Pastoral Manager via CPOMs.
- NOHIB forms are completed by the reporting member of staff and submitted to the Local Authority by the Pastoral Manager.

## Incidents of bullying reported outside of school

- The incidents will be investigated and acted upon in the same way, as above.
- The Headteacher has the legal power to make sure students behave outside of school premises: this includes bullying that happens anywhere off the school premises, for example on public transport or in a local community.
- Where necessary a report will be submitted to the Community Tension Team with the Local Authority.

## Outcomes

One or more of the following may be implemented in response to an incident of bullying.

- Where possible, the students will be reconciled, and an agreed way forward found.
- Restorative Justice Conversation offered.

The purpose of Restorative Justice: To repair the harm to the relationships between perpetrator and victims, **restorative justice** seeks to understand and address the circumstances which contributed to the offense/incident.

Ground Rules for the Restorative Justice Conversation:

**RESPECT:** for everyone by listening to other opinions and learning to value them.

**RESPONSIBILITY:** taking responsibility for your own actions.

**REPAIR:** identify solutions that repair harm and ensure behaviours are not repeated.

- In serious cases, Internal Exclusion or Fixed Term Suspension will be considered.
- Referral to the School Liaison Police Officer.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

# Appendix A: Bullying Response Protocol

**IF YOU HAVE ANY CONCERNS OR WORRIES AT ALL -**

**PLEASE EMAIL:**  
here4u@newmanrc.oldham.sch.uk

**WHAT HAPPENS NEXT?**  
The person reporting will be contacted by a member of the 'HERE4U' TEAM.  
The matter/concern/incident will be dealt with via the Pastoral Team, in line with our Care, Guidance & Support policy.

**HERE4U:**  
here4u@newmanrc.oldham.sch.uk

**Kooth** Kooth@KOOH.COM  
**TOGMINDS:** ofice@togminds.org  
**NSPCC** :nspcc.org.uk  
**POLICE:** 101 Emergency 999

## Bullying Flow Chart



The governors, staff, parents and students work together to make Newman RC College a place where bullying will not be accepted.

We do not tolerate any form of bullying. Bullying of any kind is unacceptable at our college.

**Our college community believes that:**

- Everyone has the right to feel safe at school
- Everyone has the right to be happy at school
- Everyone has the duty to help and support all members of our community.

**WHAT?**  
The 'here4u' email address is a confidential email address at Newman College.

**WHO IS IT FOR?**  
ANY student at Newman College.

**WHY?**  
To enable student(s) to report incident(s) or concern(s).

The 'here4u' email is for ANY student to report, in confidence, ANY concerns, problems, worries, bullying or friendship issues that are having a negative impact on their lives either in school, at home or in the community.

here4u@newmanrc.oldham.sch.uk

### 1. Incident of Bullying reported to or witnessed by staff member.

### 2. Staff member records Bullying incident on CPOMs immediately

- This will guarantee swift action from the Safeguarding Team & Pastoral Manager within 48 hours.
- Each morning these incidents will be triaged by the Pastoral Manager and given to an appropriate Member of staff to investigate and completed directed next steps.

### 3. Member of Staff to gather information

- 1) Speak to the student(s) who is/are feeling vulnerable and reassure.
- 2) Discuss details/nature of the incident(s).
- 3) Establish where and when (dates/times) the incident(s) occurred.
- 4) Collect a written statement from the victim of what has happened in the student's own words.
- 5) Identify who is involved (if know)
- 6) Collect a written statement from alleged perpetrator(s).
- 7) If appropriate complete CCTV request form.
- 8) NOHIB form to be completed and submitted with incidents related to racism, homophobic and bullying where appropriate.

### 4. Year Team (PACO/YL) to take steps to resolve the matter

- 1) In all cases parent(s)/carer(s) to be informed- (both victim and alleged perpetrator).
- 2) Parental meetings where appropriate.
- 3) Appropriate sanctions and support identified for both victim(s) and perpetrator(s).
- 4) Conflict Resolution – Restorative Justice meeting- (complete RJ proforma).
- 5) All actions recorded on CPOMs (All documentation to be uploaded to CPOMs).  
In most cases there is a positive outcome for all concerned, the Bullying ceases.

### 5. Case Review

All cases of reported Bullying to be reviewed every Friday morning by the Pastoral Manager to ensure appropriate actions have been taken to successfully resolve the matter for all concerned.

All cases of reported Bullying to be logged on Bullying spreadsheet and timeline for review completed and signed off by Pastoral Manager.

#### If Bullying does occur again it will result in:

- Parental/carers meeting.
- Letters will be sent to Victim(s) and Perpetrator(s).
- Escalation of Behaviour Policy.
- In extreme circumstances, referral to the School Police liaison team or an appropriate external partner agency.



## Appendix B Student Reporting



### REPORTING CONCERNS EMAIL ADDRESS

[here4u@newmanrc.oldham.sch.uk](mailto:here4u@newmanrc.oldham.sch.uk)



[HERE4U@NEWMANRC.OLDHAM.SCH.UK](mailto:HERE4U@NEWMANRC.OLDHAM.SCH.UK)

What? Who? Why?

What is here4u? Confidential email at Newman College.

Who is it for? ANY student at Newman College.

Why? To enable student(s) to report incident(s) or concern(s).

here4u email is for ANY student to report in confidence ANY concerns, problems, worries, bullying or friendship issues that are having an negative impact on their lives either in school, at home or in the community.



[HERE4U@NEWMANRC.OLDHAM.SCH.UK](mailto:HERE4U@NEWMANRC.OLDHAM.SCH.UK)

When? What happens next?

When can I report?

ANY student at ANY time can send an email to "here4u"

The email account is active during school hours, however if something is reported out of school time, it will be deal with first thing the following morning or if at the weekend it would be followed up Monday morning.

What happens next?

The person reporting will be spoken to by a member of the "here4u" team.

The matter/concern/incident will be deal with via the Pastoral Team, in line with "our" Care, Guidance & Support policy.



[HERE4U@NEWMANRC.OLDHAM.SCH.UK](mailto:HERE4U@NEWMANRC.OLDHAM.SCH.UK)

If you have any concerns or worries at all  
PLEASE,PLEASE TELL US!

Remember "We are here for YOU!"

[here4u@newmanrc.oldham.sch.uk](mailto:here4u@newmanrc.oldham.sch.uk)

Faith Love Reconciliation Courage Respect Dignity &  
Excellence.

Each student received the here4u card in the first week of term.



**IF YOU HAVE ANY CONCERNS OR WORRIES AT ALL-**

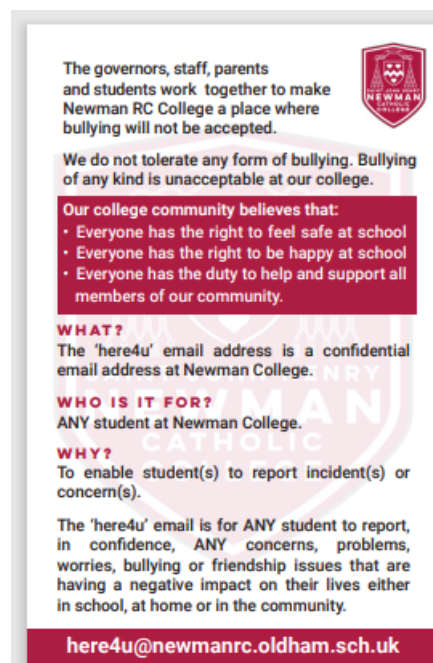
**PLEASE EMAIL:**  
[here4u@newmanrc.oldham.sch.uk](mailto:here4u@newmanrc.oldham.sch.uk)

**WHAT HAPPENS NEXT?**  
The person reporting will be contacted by a member of the 'HERE4U' TEAM.

The matter/concern/incident will be dealt with via the Pastoral Team, in line with our Care, Guidance & Support policy.

**HERE4U:**  
[here4u@nemanrc.oldham.sch.uk](mailto:here4u@nemanrc.oldham.sch.uk)

**kooth**: [Kooth@KOOOTH.COM](mailto:Kooth@KOOOTH.COM)  
**TOGMINDS**: [office@togminds.org](mailto:office@togminds.org)  
**NSPCC**: [nspcc.org.uk](http://nspcc.org.uk)  
**POLICE**: 101 Emergency 999



The governors, staff, parents and students work together to make Newman RC College a place where bullying will not be accepted.

We do not tolerate any form of bullying. Bullying of any kind is unacceptable at our college.

**Our college community believes that:**

- Everyone has the right to feel safe at school
- Everyone has the right to be happy at school
- Everyone has the duty to help and support all members of our community.

**WHAT?**  
The 'here4u' email address is a confidential email address at Newman College.

**WHO IS IT FOR?**  
ANY student at Newman College.

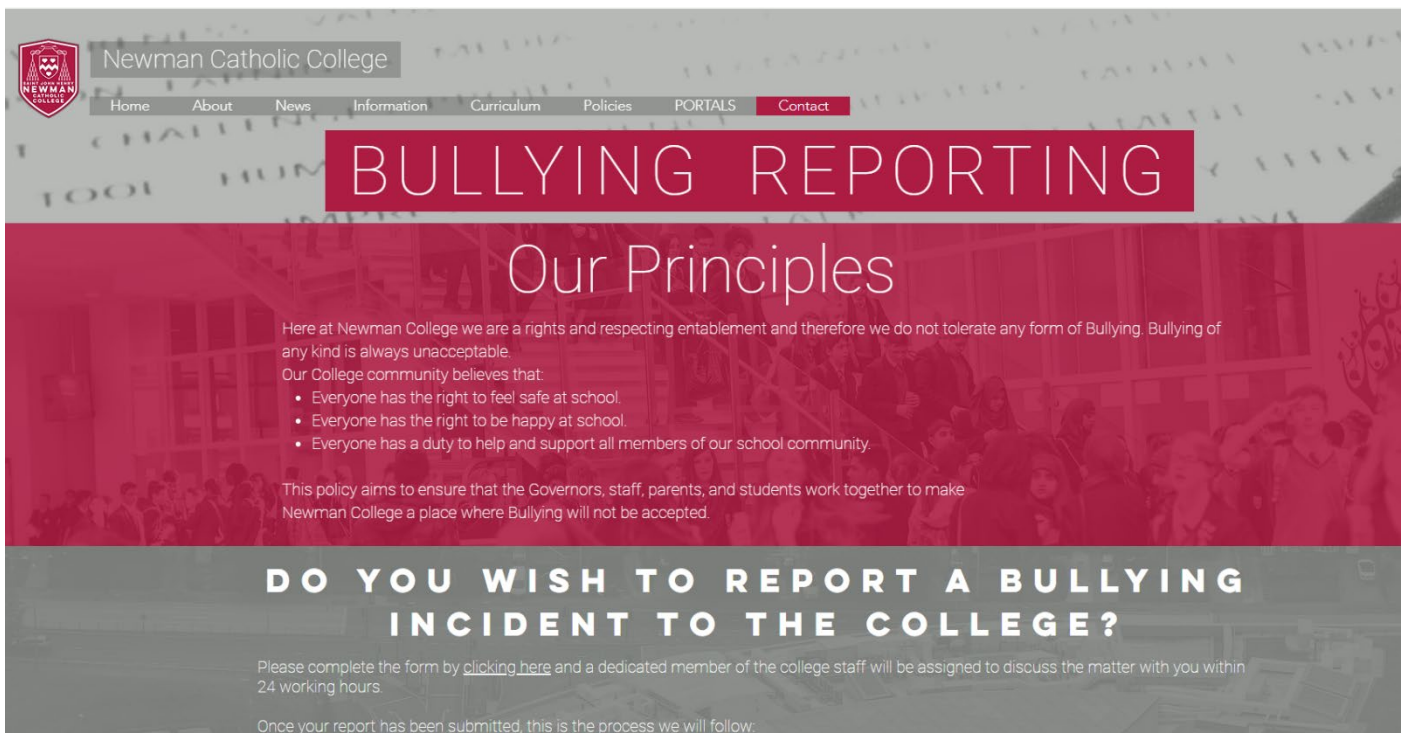
**WHY?**  
To enable student(s) to report incident(s) or concern(s).

The 'here4u' email is for ANY student to report, in confidence, ANY concerns, problems, worries, bullying or friendship issues that are having a negative impact on their lives either in school, at home or in the community.

[here4u@newmanrc.oldham.sch.uk](mailto:here4u@newmanrc.oldham.sch.uk)

## Appendix C Parents/carers reporting Bullying Concerns

Go to Newman RC College website/Parent Portal/ Contact/Bullying Reporting





## Appendix D Links

### Supporting Organisations and Guidance

- Anti-Bullying Alliance: [Anti-Bullying Alliance](https://antibullyingalliance.org.uk/)
- Bullying UK [bullying.co.uk](https://bullying.co.uk/)
- Diana Award : <https://diana-award.org.uk/>
- Childline: [www.childline.org.uk](https://www.childline.org.uk/)
- KOOTH.COM <https://www.kooth.com/>
- Oldham Safeguarding Children's Partnership <https://www.olscb.org>
- Family Lives: [www.familylives.org.uk](https://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](https://www.kidscape.org.uk)
- NSPCC: [www.nspcc.org.uk](https://www.nspcc.org.uk)
- PSHE Association: [www.pshe-association.org.uk](https://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](https://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](https://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](https://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](https://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](https://www.youngcarers.net)

### Cyberbullying

- Childnet International: [www.childnet.com](https://www.childnet.com)
- Internet Matters [www.internetmatters.org/issues/cyberbullying/](https://www.internetmatters.org/issues/cyberbullying/)
- Digizen: [www.digizen.org](https://www.digizen.org)
- Internet Watch Foundation: [www.iwf.org.uk](https://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](https://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](https://www.saferinternet.org.uk)
- UK Council for ChildrenInternet Safety (UKCCIS) [www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis](https://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis)

### LGBTQ

- EACH: [www.eachaction.org.uk](https://www.eachaction.org.uk)
- Barnardos:- LGBTQ Hub
- Proud Trust [www.theproudtrust.org](https://www.theproudtrust.org)
- Pace: [www.pacehealth.org.uk](https://www.pacehealth.org.uk)
- Schools Out: [www.schools-out.org.uk](https://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](https://www.stonewall.org.uk)

### SEND

- Changing Faces: [www.changingfaces.org.uk](https://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](https://www.mencap.org.uk)
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>
- Cyberbullying and children and young people with SEN and disabilities
- Anti-bullying Alliance SEND programme of resources

### Race, Religion and Nationality (Racism and Hate)

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- [Educate Against Hate:](#)

<b>Name of policy:</b>	Bullying Policy
<b>Statutory/ Non Statutory status:</b>	Non Statutory
<b>Original or Adopted from:</b>	
<b>Policy Owner/ Responsibilites:</b>	Mr Gray/Miss Sweeney
<b>Approver(s) and Governors panel if applicable:</b>	
<b>Original Policy date:</b>	March 2019
<b>Review timeline:</b>	
<b>Version/Date:</b>	V4 November 2023