

# NEWMAN RC COLLEGE

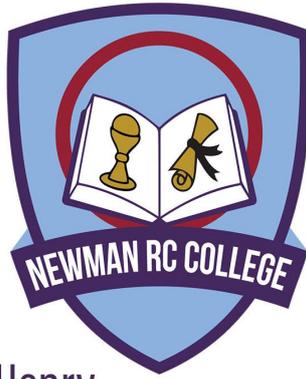


2022  
2023

Policy Adopted: March 2019  
Last Review Date: February 2022  
Next Review Date: March 2023  
Signed by:  
Mr J Cassin  
Chair of Governors

## Bullying Policy

Dissemination of the Policy: All staff, Parents/Carers (via website), Students



Blessed John Henry  
**NEWMAN RC 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.

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## 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 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 2021 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

## 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)
- 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 bully/bullies 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. 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.
- 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: 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

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

### 2. Staff member records Bullying incident on CPOMs straight away.

- This will guarantee action from the Safeguarding Team & Pastoral Manager on the same day.
- Where possible, staff member to contact/e-mail the Pastoral Coordinator of the student's year group to support an immediate response.

### 3. Pastoral Coordinator/ Pastoral Manager 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) Collect a written statement of what has happened in the student's own words.
- 4) Identify who is involved (if known)
- 5) Establish where and when (dates and times) the incident(s) occurred
- 6) Complete an Incident proforma
- 7) If appropriate request to view CCTV footage
- 8) Where appropriate NOHIB form to be completed and submitted by member of staff reporting incident.

### 4. Pastoral Coordinator to take steps to resolve the matter

- 1) Depending on the nature of the incident parent(s)/carer(s) will be informed.
  - 2) Restorative Justice – mediation.
  - 3) Conflict resolution work with victim(s) and perpetrator(s)
- In most cases there is a positive outcome for all concerned, the bullying ceases.

### 5. Case Review

All cases of bullying are reviewed every Friday by the Pastoral Manager

If Bullying does occur again, it will result in:

- Parental Meetings
- Restorative Justice Panel Meeting
- In extreme circumstances, a referral to the Community Police Team.

# Appendix B Student Reporting



## Reporting Concerns Email Address

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

DIGNITY & EXCELLENCE

[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 a negative impact on their lives either in school, at home or in the community.

DIGNITY & EXCELLENCE

[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 dealt 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 dealt with via the Pastoral Team, in line with "our" Care, Guidance & Support policy.

DIGNITY & EXCELLENCE

[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)

## Appendix C Links

### Supporting Organisations and C

- Anti-Bullying Alliance: [A](#)

- 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.

Faith Love Reconciliation Courage Respect  
Dignity & Excellence.

DIGNITY & EXCELLENCE

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

### Cyberbullying

- Childnet International: [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

### LGBTQ

- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Pace: [www.pacehealth.org.uk](http://www.pacehealth.org.uk)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

### SEND

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

### 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)

<b>Name of policy:</b>	Bullying Policy
<b>Statutory/ Non Statutory status:</b>	Non Statutory
<b>Original or Adopted from:</b>	
<b>Policy Owner/ Responsibilities:</b>	Miss Sweeney

<b>Approver(s) and Governors panel if applicable:</b>	
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