

## Anti-Bullying Policy

Bullying is .....

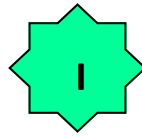
Repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe



### Verbal

'The repeated negative use of speech, sign language, or verbal gestures to intentionally hurt others'

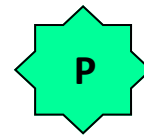
Examples: Swearing, discriminatory language, offensive language (concerning personal choices), hurtful comments



### Indirect

'The repeated negative use of actions, which are neither physical nor verbal, to intentionally hurt others'

Examples: cyber-bullying, rumours, isolating someone, damaging/taking property, secret sharing, physical intimidation



### Physical

'The repeated negative use of body contact to intentionally hurt others'

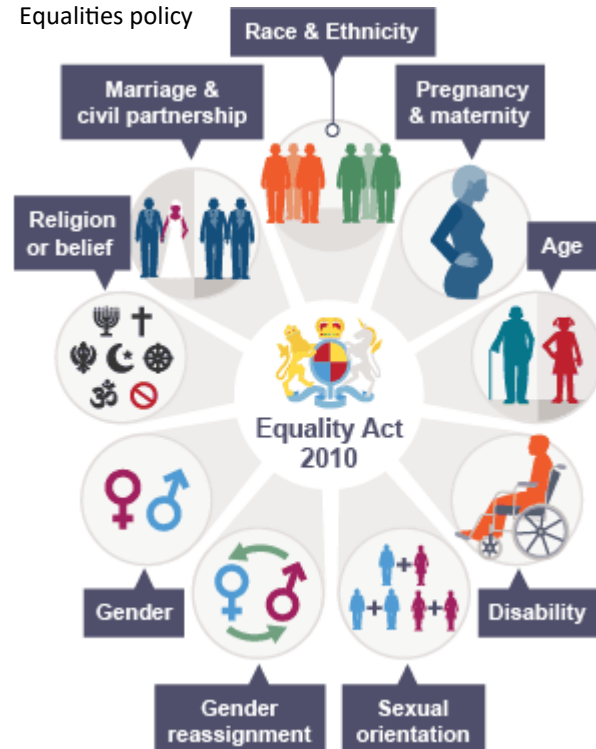
Examples: Punching, kicking, pinching, slapping, tripping

At Cardinal Newman we believe that everyone in our school community should feel safe and valued. Bullying should be tackled and challenged by all. Everyone in our community is expected follow the 4 point charter

### 4 Point Charter

- To **serve** each other by offering help, challenging unkind behaviour and reporting bullying
- To show **compassion** for others by being kind and respectful, thinking about what others may be going through
- To show remorse when asking for **forgiveness** by stopping the hurtful actions and taking responsibility
- To be **truthful** and honest

Those incidents that are connected to the 9 protected characteristics will be dealt with as a C3 incident in line with the schools Behaviour policy and outlined in the Equalities policy



## Cyber Bullying

**Flaming/Trolling:** The use of extreme and offensive language/insults. The aim of flaming is to cause reactions and people often get enjoyment of the victim's distress

**Catfishing:** Creating fake profiles on social network sites, apps and online .

**Outing/exposing:** Coaxing someone into revealing secrets and forwarding it to others—usually involving screenshotting

**Cyber Stalking:** Repeated messages that include threats of harm, harassment, intimidation or engaging in other online activities that make a person afraid for his or her safety.

**Exclusion:** This is when others intentionally leave someone out of a group such as group messages, online apps, gaming sites and other online engagement. This is also a form of indirect bullying.

**Online Sexual Harassment:** Sending unwanted images or messages of a sexual context. This could include trying to persuade someone into returning images of themselves and/or doing something they are not comfortable with.

**Denigration:** Sharing information about another person that is false or damaging. Sharing photos of someone for people to make fun of, spreading fake rumours and gossip

## Reporting Bullying

We take all reports of bullying seriously and encourage pupils to report any incidents to staff, this includes incidents that occur online. This can be done in a number of ways and will always be dealt with sensitively

- Speaking to the anti-bullying ambassadors
- Report incidents to your Form Tutor/Head of Year /Pastoral Manager or other member of staff
- Follow us on Instagram and report bullying as a private direct message (DM). **Tellus\_cnchs\_warrington**
- Speak to a trusted adult who can contact school
- Speak to your friends

## What to expect when bullying is reported

- We will gather information about the incident sensitively and talk to you about what has happened
- We will not give names or say where information has come from
- We may speak to others who have seen/heard/witnessed what has happened
- We will speak to the other person(s) involved and tackle their behaviour.
- You may be asked to keep a log of any further incidents so we can monitor the situation after it has been dealt with
- Additional support and follow up will be offered with staff in school or external referrals for emotional support will be completed if necessary this could include Kooth/St Joseph's/CAMHS /Youth service

## Consequences

- Bullying has to be repeated, intentional and done to cause harm, upset or make someone uncomfortable
- In the first instance we will aim re-educate the perpetrator of the bullying by making them aware of the impact of their actions. If this is repeated the following consequences will be applied in a stepped approach
- C1 - loss of achievement point and restorative justice meeting if appropriate. Parents informed
- C2—repeated C1 behaviour and loss of social time , parents informed
- C3—continued bullying behaviour resulting in time in the remove room and parents invited in for a meeting. This also includes any incidents connected to the 9 protected characteristics as stated in the Equalities Policy
- C4 - Bullying behaviour continues/or a serious incident resulting in an internal exclusion or fixed term exclusion. This may also result in a referral to the Youth service, Family Outreach team, Children's Social Care or the Police