



MARICOURT  
CATHOLIC  
HIGH SCHOOL  
& SIXTH FORM CENTRE

# ANTI-BULLYING POLICY

## Mission Statement

Our Maricourt family, with Christ at the centre, is a community of welcome, compassion and respect in which we are encouraged to discover our true purpose and empowered to achieve the extraordinary so as to be the change we want to see in our world.”

**INSPIRE**  
WITH  
MARICOURT

DRAFT  
Policy Reviewed: Sept 2024  
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## **Introduction**

At Maricourt Catholic High School we will;

- Develop our ability to be sensitive to the needs of others in order to grow personal relationships.
- Develop a reasoned set of social and moral values in keeping with Catholic teaching, applicable to issues within our society and communities.

We will achieve this by:

- Keeping Christian truths and values before the minds of our pupils through both instruction and example in a caring environment.
- Investing in a strong pastoral and personal development programme to give a secure foundation from which pupils can develop a real sense of self-worth and be encouraged to take increasing responsibility for themselves and others as they mature.
- Promoting Mercy Values every day to foster an environment of respect, justice, courage, compassion and service.

## **Guiding principles for preventing and tackling bullying**

We at Maricourt Catholic High School believe that all pupils have the right to feel happy, safe and included. Pupils have the right to work in an environment without harassment, intimidation or fear.

We recognise the effects that bullying can have on pupils' feelings of worth and their school work, and the school community will actively promote an anti-bullying environment.

We strive for a culture in which treating others with dignity and respect is a normal part of life, and that bystander behaviour will also be highlighted and challenged.

Equality and inclusion is paramount and we offer an environment that students feel safe in, and where diversity is consistently promoted.

## **Our definition of bullying**

Bullying involves dominance of one pupil by another, or a group of others, is premeditated and usually forms a pattern of behaviour.

Bullying is therefore:

- deliberately hurtful
- repeated, often over a period of time
- difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical – hitting, kicking, taking another’s belongings.
- Verbal – name calling, insulting, making offensive remarks.
- Indirect – spreading stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones.
- Cyberbullying- adding and removing people from social groups, continuously friending and unfriending or persistently blocking and accepting individuals on social media platforms. Commenting negatively on posts, mocking and making fun of someone or setting up fake profiles to impersonate others.
- Persecution through unwanted phone calls or the sharing and sending of unwanted texts, posts, pictures or videos.
- Protected Characteristics- Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:
  - Racial harassment and racist bullying.
  - Bullying because of pupils’ religious beliefs.
  - Bullying because of physical characteristics or accents.
  - Bullying because of pupils’ sexual orientation (including the use of homophobic language).
  - Bullying of pupils who have special educational needs or disabilities.

## **Prejudice Based Abuse**

- Prejudice based abuse or hate crime is any criminal offence which is perceived by the victim or any other person to be motivated by a hostility or prejudice based on a person’s real or perceived: Disability; Race; Religion; Gender Identity; Sexual Orientation.
- Although this sort of crime is collectively known as 'Hate Crime', the offender doesn't have to go as far as being motivated by 'hate', they only should exhibit 'hostility';
  - This can be evidenced by:
  - Threatened or actual physical assault.

- Derogatory name calling, insults, for example racist jokes or homophobic language.
- Hate graffiti (e.g., on school furniture, walls or books).
- Provocative behaviour e.g., wearing of badges or symbols belonging to known right wing, or extremist organisations.
- Distributing literature that may be offensive in relation to a protected characteristic.
- Verbal abuse.
- Inciting hatred or bullying against children who share a protected characteristic.
- Prejudiced or hostile comments in the course of discussions within lessons teasing in relation to any protected characteristic e.g. sexuality, language; religion or cultural background.
- Refusal to co-operate with others because of their protected characteristic, whether real or perceived.
- Expressions of prejudice calculated to offend or influence the behaviour of others.
- Attempts to recruit other pupils to organisations and groups that sanction violence, terrorism, or hatred.

## **Cyberbullying**

Cyber-bullying is defined as “an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/herself”.

By cyber-bullying, we mean bullying by electronic media:

- Bullying by texts or messages or calls on mobile phones.
- The use of mobile phone cameras to cause distress, fear, or humiliation.
- Posting threatening, abusive, defamatory, or humiliating material on websites, to include blogs, personal websites, social networking sites.
- Using e-mail to message others.
- Hijacking/cloning e-mail accounts.

Cyber-bullying may be at a level where it is criminal. If we become aware of any incidents of cyberbullying, we will consider each case individually as to any criminal act that may have been committed. The school will pass on information to the police if it feels that it is appropriate or are required to do so.

Pupils are given guidance through assemblies and curriculum areas on the traumas of cyberbullying and how to react to it.

## **Our ways of trying to prevent cyberbullying**

- Making the whole school community aware of the impact of cyberbullying
- Making all pupils aware of their responsibilities in their use of technology and on-line conduct

- Conducting searches of Internet use in school by being able to access any e-mails and website use
- Filtering and monitoring system in school
- Providing and publicising different ways of reporting cyberbullying
- Providing support for all pupils who experience cyberbullying in or out of school
- Making clear to all pupils the sanctions in place for poor online conduct, both in and out of school
- Online Safety and safeguarding training
- Staff CPD
- Educate students in the appropriate conduct in relation to using social media and digital behaviour
- Raise awareness of what cyberbullying looks like and what is classed as acting inappropriately online.
- Online safety area of the website

## Signs of bullying

These can include:

- Attendance problems
- Reluctance to stay after school/reluctance to go home
- Poor class work / changes in behaviour
- Anxiety
- Losing money and belongings
- Being aggressive, bullying others
- Change in emotions- unhappy, withdrawn, angry or over excited, attention seeking or 'showing off'.
- Creating an anti-bullying climate in school

We at Maricourt Catholic High School actively promote positive behaviour to create an environment where pupils behave well and take responsibility for each other's emotional and social well-being.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos
- Teach pupils how to constructively manage their relationships with others.
- Implementing our Spiritual, Moral, Social and Cultural Development Policy.
- Modelling good communication and respectful behaviour
- Have trained Anti-bullying ambassadors and Wellbeing Champions
- A dedicated page on the website to report bullying
- Promoting and rewarding good character to those students who demonstrate the Mercy Values of respect, justice, compassion, service, courage and hospitality.

PSHEE/Citizenship lessons, assemblies, tutor time and the work of our learning mentors are some of the many examples that are used to show pupils what they can

do to prevent bullying.

Our Safer schools' officer is used to support and educate students involved in bullying, discrimination or allegations.

We also promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Equality and Online Safety are embedded into the curriculum and have a dedicated up to date area on the school website.

Our aim is to create a climate where bullying is not accepted by anyone within the school community. We will not tolerate any forms of abuse, threats, violence, defamation of character or harassment.

We make this clear in the information we give to pupils and parents when they join our school.

We monitor and report any incidents of bullying, as well as record any incidents of discrimination, violence, intimidation or disrespecting of peers.

Class Charts and Cpoms is used to record any negative behaviours displayed by pupils which would be deemed as making someone else's time in school unsafe or unhappy. This may impact on the student's ability to take part in reward opportunities.

Students who display exemplary behaviour and champion respect and call out negative behaviours or comments made by others, will be awarded achievement points on Class Charts.

External partnerships are used to provide high quality sessions and workshops, delivered with specialised expertise, to promote anti bullying, respect and other issues such as exploitation. Examples include; Bully Busters, Anthony Walker Foundation, SWACCA, Merseyside Police, Everton in the Community and LFC Foundation.

Our strategies for the prevention of bullying include :

- Providing a safe and secure learning environment for all pupils.
- Reducing and eradicating wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.
- Promoting an ethos which values individual effort and achievement and develops a sense of respect for others.
- Encouraging an ethos which emphasises tolerance and consideration of others.
- Providing a preventative curriculum which educates students on how to keep themselves and others safe and aware of how to report allegations of bullying, cyber bullying or discrimination. The curriculum is inclusive and when needed provides targeted intervention. The needs of SEND and other vulnerable students are considered in both content and delivery methods.
- Encouraging activities through the curriculum or with support of our strong pastoral system and highly experienced Learning Mentors to help

build confidence and self esteem

- Monitoring pupil behaviour and attitudes towards bullying.
- Providing a supportive climate which will encourage pupils to report incidents of bullying.
- Providing high quality support for individuals who are bullied or bully.
- Establishing a means of dealing with bullying, and of providing support to pupils who have been bullied.
- Responding effectively to all instances of bullying that are reported to us
- Use of partnership work for those who are bullied or bully.
- Logging bullying incidents or accusations of bullying on the schools reporting systems so that patterns can be monitored.
- Strong parental relationships and effective communication
- Anti-bullying Ambassadors and Wellbeing Champions
- Separate designated Pastoral Leads for Anti-bullying, Cyberbullying, Equality and Online Safety
- Robust Monitoring and logging systems (Class Charts) to monitor early signs or patterns of behaviour
- A culture in which all staff recognise that all staff have responsibility to provide a safe environment in which children can learn.

## **Strategies for dealing with bullying**

- Offering immediate support and continued support
- Reassuring the pupil that it is not their fault they are being bullied
- Explaining that there are a number of different approaches to dealing with the incident
- Affirming that bullying can be stopped and that school will persist with intervention until it does
- Restoring self-esteem and confidence
- Involving friends or older pupils in peer support where deemed appropriate
- Running behaviours focus groups which allow for reflection
- Regular pupil voice
- Challenge bystander behaviour, encouraging a culture of 'calling it out'
- Behaviour Support plans
- External agency interventions

All staff receive appropriate safeguarding and child protection training (including online safety). The training is regularly updated. In addition, all staff receive safeguarding and child protection (including online safety) updates via email, e-bulletins, and staff meetings, as required, and at least annually, to continue to provide them with relevant skills and knowledge to safeguard children effectively.

## **Procedures**

Pupils who have been bullied, who see others being bullied or members of staff who receive reports that a pupil has been bullied should report this as soon as possible to

a member of the Pastoral Team.

All reports of bullying will be taken seriously and be followed up by a member of the Pastoral Team. They will all be logged and secured digitally on CPOMs and Class Charts.

Any member of the Pastoral Team or any other member of staff that deals with a bullying issue will follow up after an incident to check that the bullying has not started again.

Where bullying involves any of the protected characteristics (outlined on page 3), we will record this using the discriminative behaviours categories within Class Charts. Pupils who have bullied will be encouraged to discuss what happened, why they became involved and what needs to change.

School will monitor carefully the nature and frequency of bullying. We will regularly survey pupils and frequently make clear that pupils must speak out against bullying. The curriculum will be flexible to educate students when or if necessary, through the monitoring of behaviours on Class Charts.

School Wellbeing Champions and Anti- Bullying Ambassadors are trained to support peers around the school.

The school Chaplain offers support with both bullying, discrimination and restorative practise.

Miss L Orr is the Pastoral school lead for Anti-bullying and Miss R Burke is the pastoral school lead for Cyber bullying. Miss N O'Rourke is the lead for Equality and Mr Marsh is the on-line safety lead. This allows for a clear focus for each Progress Leader and allows specialism and expertise to be drawn up.

The Safer Schools officer is utilised when dealing with incidents of bullying, cyberbullying and discriminative behaviours

## **When tougher measures are needed**

If a pupil refuses to obey clear and explained instructions then at this point it may be necessary to invoke the full range of sanctions that are detailed in the school's Behaviour Rewards and Sanctions Policy.

These include:

- removal from the group
- withdrawal from breaks and lunchtime
- detention
- internal isolation
- Involvement of the Safer Schools Officer
- fixed term suspension from school

Once all procedures have been exhausted the Headteacher has the right to permanently exclude.

## **Bullying outside the school premises**

***Schools are not directly responsible for bullying that occurs off the premises***

however we know that bullying can occur outside the school gates and on journeys to and from school.

Where a pupil or parent tells us of bullying off the school premises we will

- talk to pupils about how to avoid or handle it
- speak to the pupils if they are from our school and inform their parents
- talk to the local police if appropriate
- sign post parents to contact the police
- reserve the right to act under the school's Behaviour policy or Online safety policy if social media is used

Where bullying outside school is reported to school staff, consideration will be given as to whether it is appropriate to notify our Safer Schools Officer. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the Safer Schools Officer will always be informed.

## **Our responsibilities**

Everyone within school is expected to

- Act in a respectful way and supportive way towards one another
- Adhere to and promote the objectives of this policy Pupils are expected to
- Report all incidents of bullying Report any suspected incidents that victims may be afraid to report
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school
- All staff have responsibility to provide a safe environment in which children can learn.

Parents and carers have a vital role to play in supporting their child who may be at risk of being bullied, or is being bullied. Like siblings, they can help identify and monitor incidents of bullying behaviour, but can also be called upon to reinforce or reassert anti-bullying strategies with their child at home. For example:

- Conveying warmth and engaging positively
- Setting clear and positive expectations for desired behaviour
- Setting firm limits on unacceptable behaviour
- Modelling positive solutions, e.g., never using emotional or physical violence to control a child's behaviour
- Teaching their children how to recognise and respond to bullying

Parents can help by:

- Supporting this policy and procedures
- Contacting the school if they have any concerns- directly reporting incident to the Progress Leader so this can be investigated and resolved ASAP.
- Helping to establish an anti-bullying culture outside of school
- Supporting their child with keeping and behaving safely on-line.

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Head Teacher's notice. If the Head Teacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure.

## Related policies

Our Anti-bullying Policy links with and should be read in conjunction with the other sections of the Child Protection and Safeguarding Policy, Keeping Children Safe in Education, Behaviour and Rewards Policy and Online Safety Policy.

## What informs our policy

This policy takes due regard of the following documents:

[Keeping children safe in education - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

[Preventing bullying - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

<https://www.gov.uk/guidance/equality-act-2010-guidance>

Useful websites

[United Against Bullying | Anna Freud](http://www.childnet.com)

[www.childnet.com](http://www.childnet.com)

[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

[bullybusters.co.uk](http://bullybusters.co.uk)

[Bullying | How To Deal With Bullying and Getting Help | Young Minds](#)  
[Maricourt Catholic High School & Sixth Form Centre - Report Bullying](#)

## External Partnerships

- Everton in the Community
- Sefton Mental Health Team
- Merseyside Police
- Terriers and other theatre production companies
- NHS
- LFC Foundation
- Bully Busters
- Anthony Walker Foundation
- Safer Schools Officer
- School Nurse
- School Counsellor
- SWACCA