



Castle Rushen High School

Anti-Bullying Policy

This policy has links to the following policies and should be read in conjunction with:

- CRHS Behaviour Policy
- CRHS Safeguarding Policy
- CRHS Inclusion Policy
- DESC Suspension policy
- IOM Equality Act

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Policy communicated to staff via:	Email	INSET	Staff Briefing	Other
		Y	Y	



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Contents

Anti-Bullying Policy	1
Introduction	3
Policy Aims	3
Definition of Bullying.....	3
Bullying can be	3
What Bullying Is Not	4
Signs and Symptoms of Bullying	4
Reporting Bullying	4
Parents -	4
Students -	4
Staff -	4
Responding to Bullying	4
Action Taken by the school	4
Awareness Raising and Implementation of the policy	5



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Introduction

Castle Rushen High School is committed to creating and sustaining a secure, welcoming, and inclusive atmosphere for every student, staff member and parent/carer.

We have clear behavioural expectations for all our students and we promote an environment characterised by tolerance and respect, ensuring that every student feels secure and is free from any form of bullying or harassment. Any reported incidents will be handled with care and addressed on a case-by-case basis.

Policy Aims

The aim of the policy is to prevent and deal with any behaviour defined as bullying, and to promote an ethos at Castle Rushen High School where bullying is regarded as unacceptable. The actions detailed in this policy are designed to support school staff and pupils to create a safe and secure environment in which everyone is able to teach, learn and work.

Definition of Bullying

Bullying can be a continuous or at times an isolated incident. It is an intentional misuse of power, manifesting through an isolated incident or more commonly repetitive incidents of verbal, physical, and/or social actions with continuous intention to cause physical, social, and/or psychological harm. Often rooted in hate or prejudice, bullying can target individuals or groups, leaving victims feeling powerless to prevent it. It can potentially focus on gender, sexuality, race, faith, academic profile or family background. It can transpire face-to-face or online, utilising various digital platforms and devices, and may be overt or covert in nature. The impacts of bullying, regardless of its form or motivation, can have immediate, medium, and long-term repercussions on those involved, including bystanders.

Bullying can be

- Verbal - name-calling, sarcasm, spreading rumours, teasing because of appearance etc. 'Banter' is often used to try to diminish the impact of bullying words, we do not see it as such.
- Emotional - being unfriendly, excluding or tormenting behaviour.
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Cyber – name-calling, sharing offensive images, spreading rumours using social media platforms, e-mail, texts or internet chat rooms.

Bullying often involves the use of words. However, bullying can also be non-verbal, involving body language, gesture and facial expression. Non-verbal behaviours can be just as hurtful and intimidating as those that involve abusive language.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the "bystanders" or "accessories".

In cyberbullying, bystanders can easily become perpetrators – by passing on or showing to others images designed to humiliate or taking part in online polls or discussion groups. Students may not recognise themselves as participating in bullying, but their involvement compounds the misery for the person targeted. They will be made aware that their actions can have severe and distressing consequences and that participating in such activity will not be tolerated.



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What Bullying Is Not

- Falling out with people
- Short arguments
- A fight or quarrel between children of equal power or strength
- Friends breaking up
- Occasional teasing
- Bossing others around
- Boisterous behaviour

Signs and Symptoms of Bullying

If a child is being bullied, it may become apparent that possessions are being misplaced or damaged. A child may also begin to request money or resort to theft to appease the bully. The child may experience physical injuries such as inexplicable bruising. Furthermore, the child may become apprehensive about attending school which may manifest itself in feeling unwell or skipping school. Potentially academic performance may also decline and a child's behavior may become different; displaying signs of increased nervousness or less self-confidence. In some cases, a child may engage in bullying behavior towards others.

Reporting Bullying

Parents -

If parents suspect their child is being bullied, they should contact their child's form tutor. Parents should be prepared to talk about the signs and symptoms and any suspicions they have regarding those carrying out the bullying. It may be that the case is passed to the school's Safeguarding team to deal with, depending on the circumstances.

Students -

Students should, in the first instance, report any instances of bullying to their form tutor or another member of staff. Reporting any instances of bullying to a member of staff is the first step in ensuring that the bullying stops.

Staff -

Staff should use the CPOMS system to log any bullying concerns. If staff are concerned about bullying in the workplace, they should visit the 'Isle of Man Government's 'Prevention of Bullying, Harassment and Victimisation at work' Policy which can be found on the gov.im website.

Responding to Bullying

All incidents of **bullying will be recorded on CPOMS**. Depending on the nature of the incident, **it may be elevated to a safeguarding concern**. The details will then be passed to the appropriate member(s) of staff to deal with. This could be the form tutor, Head of Year, a member of Leadership Team, Safeguarding Team or another member of staff.

Form Tutors, Heads of Year and the Leadership Team will check that there have been no repeated incidents of bullying when reviewing the weekly CPOMS report. Repeated incidents will be clear when reading these reports.

Action Taken by the school



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Castle Rushen High School

The school may respond to the bullying incident in several ways depending on the circumstances and severity:

- Make the perpetrator aware of the hurt and distress caused by their actions or allow the victim's feelings to be expressed if appropriate
- Use the school's behavioural system to either initiate a Stage 4 after school conversation to discuss bullying behaviours or to detain a student during break or part of lunchtime (Stage 5)
- Contact parents/carers of those involved
- Require a student to remain under supervision at break and/or lunchtimes
- Require a student to be 'internally isolated' for a part or full school day with a member of the Leadership Team
- Ask a parent/carer to take a student home or in extreme cases suspend a student
- Contact an outside agency for additional support such as the Police

Awareness Raising and Implementation of the policy

At Castle Rushen High School we believe that prevention is better than cure. The principle of prevention will be addressed by raising awareness throughout our school in a number of ways.

All students, staff (teaching and non-teaching), governors, parents and members of the wider school community are made aware of the CRHS anti-bullying policy by a variety of methods for example:

- School Website
- School Council Meetings Staff INSET
- Assemblies
- RSE lessons
- Governor's meetings/reports

At whole school level – through assemblies when students will be informed of the school's policy and the actions that will be taken to prevent bullying taking place.

Students will be reminded of our policy regularly through RSE lessons, tutor time, assemblies and through the display of a summary poster at various points around school. Anti-Bullying Week in November will be used as an opportunity to raise the profile of this issue

At classroom level – especially through RSE. Tutorial time the focus will be on developing strong anti-bullying messages to ensure that all students recognise that all forms of bullying are unacceptable and understand the effects of bullying upon the victims.

Castle Rushen High School recognises that there are particular times when students may be more vulnerable to bullying – lunch, break times, beginning and end of the school day. Duty arrangements are made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents in the most populated parts of the school.

Students will have the opportunity to contribute to the school's Anti-Bullying approach through the School Council.