



St Mary's Catholic Primary School

Anti-Bullying Policy

Reviewed: September 2018

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Date approved: _____

St Mary's Catholic Primary School

'providing a Christ centred setting whereby all can live out the messages of Jesus with love, understanding and care'

Anti-Bullying Policy

This policy is for all pupils, staff, parents and Academy Representatives and at St Mary's Catholic Primary we believe that all have a right to learn and work in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour and relationships. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

Principles

1. To ensure that bullying is tackled effectively in our school.
2. To ensure and show that the school cares and makes clear to those children who use bullying behaviour that their behaviour is unacceptable.
3. To ensure the day-to-day life of the school devotes time to suitable strategies to use when dealing with this problem.
4. To praise exemplary behaviour and improved behaviour.

What do we mean by bullying?

"Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally"

(DCSF 2007 Safe to Learn)

Bullying can occur through several types of anti-social behaviour. It can be:

a) Physical:

A child can be physically punched, kicked, hit, spat at, etc.

b) Verbal:

This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.

c) Indirect:

For example, spreading rumours (see also using technology)

d) Using technology:

For example bullying by text, email, messenger service, social media

e) Exclusion:

A child can be bullied simply by being excluded from discussions/activities.

f) Damage to Property or Theft:

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

Children with special educational needs or disabilities have described other forms of bullying which they experience:

g) Manipulative behaviour:

For example being made to steal from a shop or undertaking a humiliating task

h) Conditional friendships:

Such as being allowed to be part of the group if the victim agrees to certain behaviours inflicted by the group

i) Bullying that deliberately takes advantage of or exploits their disability

People can be bullied for different reasons or no reason at all. Bullying can be related to:

- Race, religion or culture
- Special educational needs or disabilities
- Appearance or health conditions
- Perceived sexual orientation and homophobia
- Circumstances at home
- ANY perceived difference

At St Mary's Catholic Primary we are inclusive and support and acknowledge all of our children and celebrate their differences in culture, race, religion etc.

Children and young people who display bullying behaviour

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of the individual
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying i.e. use of email, social network sites, texts etc.

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs, however, these may be due to other social, emotional and/or mental health issues/needs.

- Withdrawn
- Deterioration of work
- Isolation
- Desire to remain with adults
- Erratic attendance (unwilling to go to school)
- General unhappiness, anxiety or fear
- Late arrival to school
- Bed wetting
- Aggressive, disruptive or unreasonable behaviour
- Lack of eye contact
- Short tempered
- Change in attitude to people at school and/or at home

How will this school prevent bullying?

- We will share our anti bullying expectations with pupils, parents and staff on an ongoing basis.
- We will develop an ethos where every child feels safe and valued by reliable and responsible adults.
- We will make clear our zero tolerance stance on bullying for **everyone**: adults and children alike.
- We will promote and raise awareness of anti-bullying strategies through lessons and events, working with the LA where possible. We will teach about cyber bullying and e-safety
- Our Anti-Bullying Ambassadors will help monitor any incidents that may be deemed bullying and report this to the class teacher
- Anti- Bully board and Ambassador pictures clearly displayed to all children can recognise them
- We will use our R.E, Citizenship and PHSE curriculum to promote anti-bullying messages.
- Staff will be trained and briefed in safety and anti-bullying procedures.
- The school will develop systems for preventing bullying e.g. building self-esteem and social skills, circle time, counselling, nurture groups, enrichment
- The Principal will ensure that the Academy Committee are informed of any bullying issues, ensuring the policy is regularly reviewed.
- Teachers will be consistent in the way they deal with bullying, with reference to the school's policy for Positive Behaviour and Discipline.
- Our ethos and curriculum will teach children to respect difference and value diversity.
- We will develop peer support, mentoring and befriending schemes.
- We will always involve and support parents and carers.
- Newsletters will be sent to parents to inform them of our commitment of ensuring the safety and well-being of the children.

What Can Children Do If They Are Being Bullied?

Each term and when incidents occur, class teachers will discuss bullying and reinforce the following strategies with children:

- a) Remember that keeping quiet will not change the situation – it might even help the bullying to get worse. Talk to an adult you trust in school, it can be anyone, not just your teacher.
- b) Remember that you do not deserve to be bullied and that it is wrong.
- c) Be proud of who you are. It is good to be individual.
- d) Stay with a group of friends/people who are kind and support you. You can always join in with Mr Bird and his breaktime activities.
- f) Be assertive – shout “No!” Walk confidently away. Go straight to a teacher or member of staff.
- g) Fighting back may make things worse. Make the right choice.
- h) Speak to one of our anti-bullying ambassadors.
- i) Teachers and school staff will take you seriously and will deal with the bullies in a way which will end the bullying and will **not** make things worse for you.
- j) The promotion of buddy systems, peer mediators and the friendship pole for peer support.

What do you do if you Know Someone Is Being Bullied?

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble. If you do not get the help you need – keep telling until you get help.

Responding to Incidents of Bullying

- All known/reported incidents of bullying will be investigated by the class teacher.
- Where appropriate a ‘conference’ of all parties is often very successful, with the child who has been bullied and the child who has displayed bullying behaviour discussing the incident/s and working towards a resolution, in a safe environment.
- The child who has been bullied will be given the opportunity to discuss her/his feelings with a member of staff of their choice.
- The child who has displayed bullying behaviour will be asked how to put things right

- The child who has displayed bullying behaviour may face a range of sanctions including periods of time out, withdrawal of privileges, and in serious cases a fixed term exclusion or internal exclusion from class or school. We recognise that sanctions in isolation will not resolve the situation, therefore, we will explore intervention strategies to help the child understand and improve their behaviour.
- Parents of the child who has been bullied may also be questioned about the incident or about any concerns that the child may be having.
- It must be made very clear to any child or adult involved in bullying behaviour that it is against the teachings of Jesus and has no place in the life of St. Mary's School.
- The situation will be monitored by all the adults involved.
- Outside agencies may be invited to become involved, if the problem is serious.
- If parents do not feel the situation has been properly resolved they should contact the Academy Chair – Caroline Beech.

Recording Incidents of Bullying

When a serious behaviour incident has taken place (which may be bullying), the reporting member of staff must inform the Vice Principal, Mrs Boriello, in the first instance. The Antecedents, Behaviour and Consequences (ABC) will be recorded on a behaviour incident form (see appendix). Homophobic or racist behaviour must be reported to the Principal immediately.

Role of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- c) If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will be taken immediately.
- d) If a child has bullied your child, please do not approach that child or their parents on the playground or involve an older child to deal with the bully. Please inform school immediately.
- e) It is important that you advise your child not to fight back. It can make matters worse
- f) Tell your child that it is not their fault that they are being bullied.
- g) Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

h) If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately and supportively.

i) Parents will be consulted and will be given opportunity to express their views in a survey on all areas of school life and how they feel school deals with certain issues. This includes the safety and emotional well-being of their child.

j) Parents and children will be regularly made aware of the issue of bullying posters, Anti-bullying Week and the school's annual survey.

Strategies for Dealing with Bullying

This school's response to bullying is to be underpinned by:

- A strong ethos of tolerance and respect including respect for difference and diversity
- Strong leadership from the senior team on how bullying will be dealt with.
- A close relationship with pupils and parents so we know what bullying occurs, when, where and by whom.
- The promotion of buddy systems, peer mediators and the friendship stop for peer Support. We have trained 'Anti-bullying ambassadors' in school.
- Caring for both victims of bullying and those who bully by monitoring, observing and tracking future progress and supporting through nurture/enrichment/counselling
- We will use the Early Help Strategy to assess children's needs where other agencies may be needed.
- The appropriate course of action taken by the school will be dependent on the nature of the bullying (group/individual). If the bullying is a whole school issue this will be addressed in a whole school assembly where appropriate.
- We will record all incidents and monitor trends regularly.
 - Daily nurture breakfast club that can be accessed by all and allow children to express their worries and concerns.
 - Daily enrichment groups to allow children to build upon their social skills, confidence, behaviour management and emotional well-being.

If bullying is reported or suspected we will:

- a) Talk to the victim / suspected victim, and any witnesses. We will take steps to ensure the privacy and dignity of **all** concerned and ensure that our actions do not escalate the bullying.

b) Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at St Mary's Catholic Primary. We will support both the victim and the one/s bullying to ensure the incident/s stop and do not reoccur.

c) Parents will be informed of the incident and will be advised of the action the school will be taking or has already taken.

d) If the bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed.

e) An additional sanction may be to arrange for that child to be escorted by their parents / carers from the school premises.

f) Incidents of bullying are recorded on Integris. This information will then be passed onto senior members of staff and will help inform all members of staff involved with the children.

g) In instances of bullying, staff and children have a line of contact to follow and know when members of that line are absent, who to contact instead.

i) When dealing with instances of bullying we will involve the children in circle time, peer mediation and other schemes in order to promote awareness of feelings of others.

j) Offer the children the opportunity to join in the school's nurture breakfast club and enrichment afternoons daily to allow them the opportunity to talk to an adult in a safe environment, build their confidence and develop social and emotional skills.

k) In some cases it may be felt that counselling or input from the Educational Psychologist would be beneficial – if this is the case a referral will be made by the SENDCo.

l) Continue monitoring the situation to ensure no repetition.

m) All reports of bullying are reported termly to the Academy Chair

This policy works alongside the following school policies:

- Equal opportunities
- Behaviour and discipline
- Exclusion
- Child Protection and Safeguarding