



# Anti-Bullying Policy

Policy agreed by governors                      December 2022

Review    September 2024

**Head Teacher:** \_\_\_\_\_ Mr Mark Dyson

**Chair of Governors:** \_\_\_\_\_ Canon Mark O'Keeffe

*This policy should be read in conjunction with:*

- Good Behaviour & Relationships Policy
- Safeguarding Policy
- Exclusion Policy
- Keeping Children Safe in Education (KCSIE 2022)

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## OUR SCHOOL'S VALUES AND BELIEFS

We are a Catholic Primary School and in an attempt to encapsulate the ethos, spirit and aims of our school we have agreed the following 'Statement of Intent':

The school will provide a secure, caring, Christian community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and cooperation. We intend the school to be a happy and enjoyable place to work, which will provide the opportunity for every child and adult to fulfil their potential in an attractive, well resourced and stimulating environment. We will encourage children to become confident, independent learners who are able to contribute positively to the school and the community in which they live so they can take their full place in society secure as individuals, whilst able to respect the needs and values of others.

In line with this statement:

- All bullying, of any sort, is therefore unacceptable.
- Pupils who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

## WHAT IS BULLYING?

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

(taken from the definition given within the DCSFs 'Safe to learn-Embedding Anti-Bullying work in schools' guidance)

Bullying can occur through several types of behaviours. It is important to note that children can fall out occasionally and do and say things in which they regret. Bullying though is when the bully targets a victim and repeatedly demonstrates the behaviours listed below against the victim.

- Physical - a child may be spat at, kicked, punched etc
- Verbal - a child may be victim of name-calling, insulted or making offensive remarks
- Exclusion - a child may be regularly left-out of group games, conversations, etc
- Damage to property or theft - a child may have their property damaged or taken from them
- Cyber - children are being targeted online through social media

*As a school we use STOP as a check for clarifying potentially bullying.*

**Several Times On Purpose**

***Bullying is not...***

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It is important that all stakeholders understand that bullying is not the odd, occasional falling out with friends or name-calling; it is not when children have an argument/quarrel or when an occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset or have a difference of opinion. It is an important part of a child's development to learn how to deal with friendship breakdowns and to resolve differences. They need to learn how to repair relationships and develop the social skills necessary for life as an adult. **When occasional problems of the above nature arise, it is important that we do not class these as bullying.**

It is not:

- teasing between friends without the intention to cause hurt
- falling out/fight between friends after a quarrel or disagreement
- behaviour that all parties have consented to eg a game 'gone wrong'
- thoughtlessness (which all of us may be guilty of) Please refer to our Relationships and Behaviour Policy for details on how we encourage all school family members to respect their own, and the rights of others.

#### **SCHOOL PROCEDURE SHOULD BULLYING OCCUR**

- That every child has the right to feel safe in school and enjoy their education without the threat of bullying/behaviour. Our approach is to build the children's self-esteem and confidence and for our approach to be consistent across the school. We intend that the policy is clearly understood and shared by all, children, staff and parents. The anti-bullying policy takes its place within the general aims of the school. It has close links to the Child Protection, Behaviour, Pupil Welfare and PSHE policies and is set within the framework of The Every Child Matters Agenda.
- Where Children are happy, motivated and engaged in their learning and have a say in the direction of the school and their learning. Adults are welcoming, consistent, approachable, flexible and highly skilled.
- Talk to the suspected victim, and any witnesses individually using Restorative Justice Procedures and questions.
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
- Incidents of bullying are recorded on CPOMS.
- Consistently use Restorative Justice Procedures with all children.
- Involve all parties together to discuss the issues if agreed by all parties.
- Support & empower children to resolve the conflict & understand their role in the issues.
- Inform parents.
- Follow up with further discussions with individuals as and when appropriate.

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- When necessary support children individually or together.

If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures, prevention & strategies to reinforce the school's Policy on Anti-bullying:

- Anti-bullying week.
- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyberbullying.
- Children participate in role play work in class as part of PSHE.
- Making use of curriculum opportunities to raise pupil awareness e.g. through RE, cross curricula themes, drama, story writing and literature.
- Children & parents have a good knowledge of the procedure/policy.
- Children have a clear understanding of their rights & responsibilities.
- E-safety frequently discussed and taught.
- Adults deal with a situation, even if minor. Talking to the children may prevent the situation from escalating.

## **THE ROLE OF THE PROPRIETORS**

- The Proprietor body supports the Head Teacher in all attempts to eliminate bullying from our school. They will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The Proprietor body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of the school's anti bullying policy.
- If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure.
- It is the responsibility of the Head Teacher to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying.
- The Head Teacher ensures that all children know that bullying is unacceptable behaviour.
- The Head Teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

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- The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

## **THE ROLE OF THE STAFF**

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults to deal with situations quickly and by using Restorative Justice methods to prevent situations escalating.
- All adults follow up on what they have said e.g. keeping an eye, follow up discussion etc.
- Teachers are responsible for recording all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the Head Teacher.
- There is an anti-bullying option on CPOMS in which staff record all incidents of bullying that occur both in and out of class. The school also records incidents that occur near the school, or on the children's way between school and home, that we are aware of. All adults who witness an act of bullying should record it.
- When any bullying takes place between members of a class, the teacher will deal with the issue immediately, in accordance with the school's procedure, including counselling and support for both the victim and perpetrator of the bullying.
- All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

## **THE ROLE OF THE PARENTS**

Parents can play an important role in detecting bullying. A child may indicate that he/she is being bullied through various behaviours such as:

- Frightened of walking to or from school
- Unwilling to go to school
- Performance in school begins to deteriorate
- Becomes withdrawn or unhappy
- Regularly has possessions which "go missing"

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- Becomes distressed, cries easily or stops eating
  - Has nightmares or begins bed wetting
  - Becomes uncharacteristically disruptive or aggressive
  - Is frightened to say what's wrong

These signs could always indicate other problems, but bullying should be considered as one possibility and parents are encouraged to inform the school as soon as possible in these circumstances. Parents have a responsibility to support the school's anti bullying policy and to actively encourage their children to report issues as they happen directly

### **THE ROLE OF THE CHILDREN**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring unpopularity.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances. Witnessing bullying and intentionally not reporting it will be regarded as offering tacit support for the bully and effectively joining in with the bullying in the role of bystander. Pupils will be able to anonymously communicate their concerns through a worry box in class.

Anyone who becomes the target of bullying behaviour should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.
- Not use bullying tactics themselves as retaliation.

### **RECORDING**

All behaviour incidents are recorded by staff via CPOMS. These are regularly reviewed by SLT so that patterns of behaviour can be identified and issues resolved in order to prevent bullying taking place. Alleged/Confirmed incidents of bullying are recorded on CPOMS

- Incidents of bullying outside of school hours that are reported to the school by parents, carers, pupils or others are logged in the same way. Such incidents will be followed up and if necessary reported to other relevant authorities ie Social Services, Police or other schools involved.
- The Head of School will investigate the incident by speaking to the victim, the child accused of bullying, any witnesses and the reporting adult.
- The parents of all children involved will then be informed of the investigation and its outcomes.

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- The Senior Leadership Team is responsible for liaising with class teachers and other staff, to ensure incidents of bullying are not missed.
  - The Senior Leadership Team will periodically analyse our behaviour data to measure the success of the policies and procedures against the number of incidents, the number of children involved and the sanctions required.

#### Reconciliation

- The perpetrator will be asked at a suitable point to genuinely apologise, in writing or in person and restorative work will take place.
- Children will be encouraged to reconcile any issues over a period of time so that any injustices can be rectified.

Pupils who have been bullied will be supported by:

- offering an opportunity to discuss the experience with an adult of their choice reassurance that the matter is being dealt with
- offering continuous support to restore self esteem and confidence
- close monitoring of their well-being to ensure that they are no longer suffering

Pupils who have been bullying will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrongdoing and the need to change
- support being offered to parents or guardians to help change the attitude of the pupil
- Partaking in restorative conversations and actions

#### **MONITORING AND REVIEW**

The school will continue to monitor the behaviour of all children involved after the school has taken action in order to

- Judge whether incidents are isolated or not
- See if there are any patterns of behaviour
- Consider where and when bullying is happening
- Consider the form that bullying is taking
- Determine the action that is taken as a result of bullying

As a result of this monitoring the school may revise its strategy until the bullying is eradicated.