

St Mary's Catholic Primary School

'Love God, Love Others, Love Ourselves'



Anti-Bullying Policy

Date of Ratification: September 2017		Signed:  Ms Philomena Egan (HEAD TEACHER)  Mrs Sherron Alexander-Bedingfield (CHAIR OF GOVERNORS)
Review date: Summer 2020		Signed:  Ms Philomena Egan (HEAD TEACHER)  Mrs Sherron Alexander-Bedingfield (CHAIR OF GOVERNORS)

Safeguarding Statement

At St Mary's Catholic Primary School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at St Mary's Catholic Primary School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Introduction

The Government defines bullying as “Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

Bullying can take place between pupils, between pupils and staff, or between staff, by individuals or groups; face to face, indirectly or using a range of cyber bullying methods.

If the bullying is extremely serious and is considered criminal the matter will be referred to the police.

Different types of Bullying

Bullying related to race, religion and culture – Research suggests that where black and minority ethnic (BME) children experience bullying it is more likely to be severe bullying. Moreover, bullying incidents may be only a part of the direct and indirect racist hostility which BME children, children of different faiths and traveller children can experience.

Bullying involving children with SEN and disabilities – Children with SEN and disabilities can be more at risk of bullying as they may not have the levels of social confidence and competence that can protect against bullying.

Cyber bullying – defined as “the use of Information and Communications Technology (ICT) in particular mobile phones and the Internet, deliberately to upset someone else”.

Homophobic bullying – occurring when bullying is motivated by prejudice against lesbian, gay or bisexual people. This may affect pupils or staff who are or are thought to be lesbian, gay or bisexual. It may also affect those who have gay parents, friends or family or those who do not conform to perceived norms or gender stereotypes.

Through a 3rd person – sending a friend with a horrid message.

Aims and objectives

Through our Catholic ethos, RE and PHSE lessons and through assemblies and collective worship, all staff will create opportunities for expressing feelings and resolving conflicts. Classroom practice and curriculum will be used positively as a vehicle. The implementation of the policy demands sound cooperation between staff pupils and parents.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school.

The role of Governors

Legislation

The law requires that governing bodies must:

- Make a written statement of general principles to guide the Headteacher in determining measures to promote good behaviour.
- Consult the Head teacher, other appropriate members of staff, parents/carers and all pupils on this statement of principles.
- Promote the well-being of all pupils in their school.
- Exercise their functions with a view to safeguarding and promoting the welfare of all pupils.
- Produce an Annual Profile answering the question “How do we make sure our pupils are healthy, safe and well-supported?”

- Have a race equality policy.
- Have a disability equality scheme.
- Establish procedures for dealing with complaints about bullying, and all matters relating to the school, and publicise these procedures.

The law empowers:

- Members of school staff to impose disciplinary penalties for inappropriate behaviour.
- Head teachers, to such extent as is reasonable, to regulate the behaviour of pupils when they are off school site. (This is particularly pertinent to bullying that may happen when pupils are travelling to and from school and to cyber bullying).
- School staff to use physical force in certain circumstances.

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not tolerate bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti bullying strategies.

The role of the Head teacher

The Head teacher:

- Is responsible for implementing the school's anti-bullying policy, ensuring that all staff (teachers, support staff and MDA's) are aware of the policy and how to deal with incidents of bullying.
- Reports to the Governing Body about the effectiveness of the anti bullying policy on request.
- Ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our school drawing the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong.
- Ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- Sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are valued and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the Staff

All staff:

- Understand that they have a collective responsibility to ensure that our school is a safe and respecting place and that 'Bullying is NOT OK.'
- Be prepared to find time to listen to children and take them seriously in a way which will not lead to them being humiliated or embarrassed by ensuring privacy.
- Look out for possible bullying behaviour and be aware of bully hot spots.
- Establish routine opportunities for children to talk about bullying.
- Include teaching about positive behaviour through the curriculum and to make clear the limits of acceptable behaviour.
- Examine their own behaviour to make sure that children, colleagues or parents are not bullied.
- Attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

When it occurs, staff in this school will take all forms of bullying seriously, and intervene to prevent incidents from taking place. They will record significant incidents/complaints that occur in the school. If staff witness an act of bullying, they do all they can to support the child who is being bullied. The perpetrator of the incident is then subject to the sanctions as set out in the Behaviour & Discipline policy. The situation is monitored, then after consultation with the Headteacher, both parents of the child are informed immediately.

Any incidents of bullying in the classroom or playground are recorded on School Pod/behaviour watch. and monitored by a member of the senior management team.

Any bullying taking place between members of a class is dealt with immediately by teachers. This may involve counselling and support for the victim of bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, the Headteacher is informed as well as the SENCO. The child's parents will then be invited into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as Social Services.

Teachers and Support Staff attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school and not to take part in any bullying of any nature.

The school has a Child Friendly Anti-Bullying Policy leaflet which is available on the website or from the school foyer.

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If the matter is not resolved satisfactorily the parent should then contact the Key Stage Leader, then the Deputy Headteacher and if still not resolved, the Head teacher.

The role of the children

Children are made aware of what constitutes bullying and are encouraged to seek the attention of an adult if they believe themselves or a peer(s) is being bullied. Such incidents are dealt with in confidence, if appropriate. While all staff are available to all the children, each child has been issued with a 'care' card where they have identified who they feel comfortable talking to.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request.

This anti bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti bullying information with regard to gender and age of all children involved in bullying incidents. The Headteacher reports back termly to governors on all incidents that fall under the definition of bullying. This information is presented in the form of a table.