

Our Lady and St Patrick's RC Primary and Nursery School



Anti Bullying Policy

Living, loving and learning together in God's way

ANTI BULLYING POLICY

We recognise the right of every child to have a safe and secure environment in which to learn and achieve success.

AIMS

1. To encourage respect for the uniqueness of the individual at all times – as made in God's image and loved by Him.
2. To provide a safe and secure environment for our children.
3. To prevent bullying behaviour.

Our Policy Statement is:

The individual

- Respect every child's needs for, and rights to, a play environment where safety, security, praise, recognition, and opportunity for taking responsibility are available. ● Respect for every individuals' feelings and views.
- Recognise that everyone is important and that our differences make each of us special.
- Show appreciation of others by acknowledging individual qualities, contributions and progress.
- Ensure safety by having anti-bullying rules and practices, developed with the participation of children and young people, carefully explained and displayed for all to see.

Bullying

- Bullying will not be accepted or condoned. All forms of bullying including Cyber bullying will be addressed.

Bullying can include:

- o Physical pushing, kicking, hitting, pinching etc.
 - o Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
 - o Racial taunts, graffiti, gestures
 - o Sexual comments, and/or suggestions
 - o Unwanted physical contact
- Children from ethnic minorities, disabled children, young people who are LGBT, or those with learning difficulties are more vulnerable to this form of abuse and may well

be targeted.

- Appropriate staff and volunteers should have access to training on anti-bullying
- Where a child is found to be exhibiting sexually harmful behaviour to another child an enquiry to the Multiagency Safeguarding Hub will be made immediately.
- If a child's bullying behaviour is of a particularly violent or aggressive nature and the establishment is unable to address the behaviour through behaviour management strategies or disciplinary measures within a reasonable time, an enquiry to the Multiagency Safeguarding Hub will be made.
- Incidents will be recorded and reported to the Local Authority (BRPI) as stipulated by them.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

1. physical (hitting, kicking, theft)
2. verbal (name calling, racist remarks)
3. indirect (spreading rumours, excluding someone from social groups)
4. cyber (sharing and posting malicious comments)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

All school staff must be alert to the signs of bullying and act promptly and firmly against it.

We also recognise that children that present with bullying behaviours may be themselves suffering from harm or emotional stress and consideration of this is given within our policy.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Reactive action against Bullying

The following steps may be taken when dealing with incidents:

- As soon as it is reported, the incident will be investigated by a member of staff
- A clear account of the incident, included interview with all those involved will be recorded and given to a member of the Safeguarding team

- The incident will be reported to the Local Authority as required
- Teachers and Parents will be kept informed
- Any further consequences for the aggressor will be guided by the School's behaviour policy

Pupils who have been victims of bullying will be supported by:

- The offer of an immediate opportunity to discuss the experience with a member of staff of their choice
- An offer to take part in a restorative justice session
- Ongoing reassurance, support and follow-up checks
- Activities that will restore their self-esteem and confidence and follow up therapeutic work if necessary e.g. Thrive programme

Pupils who have bullied will be helped by:

- Taking part in a discussion about how and why they became involved
- Establishing the wrong doing and need to change
- An offer to take part in a restorative justice session
- Discussion with parents or guardians to help change the attitude of the pupil
- Follow up therapeutic work if necessary e.g. Thrive programme

The following disciplinary steps can be taken:

- official warnings to cease offending
- in-school restrictions from break and lunch times
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Preventative Action against Bullying

Preventative action against bullying is also effective and is used alongside the reactive approach detailed above.

- Within the curriculum the school will raise the awareness of bullying through inclusion in PSHE, class time, and assemblies as appropriate, in an attempt to eradicate such behaviour.
- Participation in anti-bullying initiatives such as anti-bullying week or drama presentations.
- Positive promotion of school rules and the ethos of the school, both inside the building

and on the playground will encourage all to respect themselves as well as others.

- Provision of different activities on the playground may help to occupy children, particularly at lunch-time.
- Use of circle time in the classroom may give children opportunities to discuss problem areas.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness by:

- Providing Governors and members of the Senior Leadership Team with termly reports of the number of incidents of bullying so that trends and patterns can be monitored and further explored if necessary.
- Pupil and staff conferencing will be used to check that :
 1. Children feel that school is a safe and secure place for them.
 2. Children feel they are listened to by adults.
 3. Incidents of bullying are responded to and investigated.
 4. Staff are aware of our Anti-Bullying Policy and remain alert to possible occurrences at all times.

The policy will be promoted and implemented throughout the school.