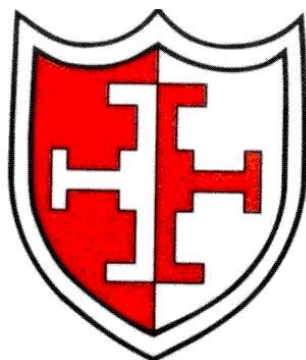


ST. CHAD'S CATHOLIC PRIMARY SCHOOL



'Christ in our heads, our hearts, our hands'

Anti-bullying Policy

May 2019

Introduction

St Chad's Catholic Primary School is committed to providing a safe, positive, valuing and inclusive environment for pupils, staff and parents/carers.

The anti-bullying policy and practice plays an important role in this.

The following principles inform our anti-bullying approach:

- Bullying behaviour is in all circumstances unacceptable.
- All adults in the school community (staff, Academy Committee and parents/carers) are expected to present positive role models to children.
- Bullying is a shared problem and staff and parents will need to work together in partnership to resolve incidents.
- The safety and welfare of the children concerned will at all times be central to decisions about actions taken in response to bullying.
- Anti-bullying approaches will be consistent with the values of a Catholic community and preparing children for life in an inclusive society. These include incorporating an acceptance of and valuing of difference, the need to cope with difficult individuals and the role of forgiveness.
- When incidents have been dealt with, all parties should be supported and enabled to move on positively. In keeping with our shared faith, it is our aim that in the resolution of incidents pupils should wherever possible be reconciled.

Bullying is repeated negative behaviour that is intended to make others feel upset, uncomfortable or unsafe.

Types of bullying include:

Verbal bullying is the repeated negative use of speech, sign language, or verbal gestures to intentionally hurt others e.g. using hurtful words, discriminatory or offensive language, swear words.

Indirect bullying is the repeated negative use of actions, which are neither physical nor verbal, to intentionally hurt others e.g. spreading rumours,

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purposefully excluding another person, damaging or stealing someone's property, and cyberbullying.

Physical bullying is the repeated negative use of body contact to intentionally hurt others e.g. kicking, punching, slapping, inappropriate touching, and spitting.

Cyberbullying is the repeated negative use of technology to intentionally hurt others e.g. posting unwanted pictures or messages, accessing another person's account without permission, creating fake accounts to impersonate or harass someone, and sharing other people's private information online.

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.
- We will use our R.E and PHSE curriculum to promote anti bullying messages.
- Staff will be trained and briefed in safety and anti-bullying procedures.
- We will provide opportunities for structured play with equipment wherever possible at key times of the day (e.g. lunchtimes) in order to engage children and reduce the likelihood of bullying – lunchtime supervisors and other supervisory staff will be trained and briefed in safety and anti-bullying procedures.

- Senior leaders and governors will regularly monitor the extent of bullying in school and respond accordingly. The policy will be reviewed at least every two years, in consultation with pupils, staff and governors.
- Our ethos and curriculum will teach children to respect difference and value diversity.
- We will develop peer support, mentoring and befriending schemes.
- **Pupils** are encouraged to express their concerns about themselves and others and to seek help and support whenever they need it. However, we recognise that children can sometimes be reluctant to seek help, so pupils can report their concerns anonymously by using a worry box.
- Guidance is given to pupils who display behaviour which raises concern.

Strategies and procedures 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 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.
- Caring for both victims of bullying and those who bully by monitoring, observing and tracking future progress.

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.

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- b) Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated. We will support both the victim and the one/s bullying to ensure the incident/s stop and do not reoccur.
- c) If the suspected bully does not own up, investigate further. If it is clear that they are lying, continue with the procedure.
- d) Parents will be informed of the incident and will be advised of the action the school will be taking or has already taken.
- e) Sanctions procedures outlined in the Behaviour Policy will be followed.
- f) Incidents of bullying are 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.
- h) 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.
- i) Continue monitoring the situation to ensure no repetition.

Responses to all bullying behaviour will be educative and seek to ensure that this behaviour will not be repeated. A child who has been involved in bullying behaviour will be expected to take responsibility for the impact of their behaviour on others, the reasons for their behaviour will be explored and they will be expected to improve and change. The aim will be to resolve incidents, rebuild relationships and restore a safe environment for all. Incidents will be resolved in age-appropriate ways. Those who have been bullied have a right to know that action has been taken.

Persistent bullying – after support and counselling – could result in fixed term or permanent exclusion as a last resort. (See Exclusion Policy)

The role/involvement of pupils

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- Pupils will be actively be involved in anti-bullying developments through the school council, curriculum work and in special initiatives. From time to time pupils may be involved in group support for vulnerable individuals (those who have been bullied and those who have bullied).
- Four pupils from Y6 are trained as Anti Bullying Ambassadors as part of the Diana Award. They are trained in the three principles of Stop, Speak, Support and will support children during playtimes and plan for various events and initiatives throughout the year.
- Take part in buddy systems/ become peer mediators.
- Be an up stander; take action! Watching and doing nothing looks as if you are on the side of the bully.
- Talk - You can talk about bullying to raise awareness of how to tackle bullying and to support each other.
- Support - You can help someone else through offering support when they are going through a tough time.
- Model - You can demonstrate how we should all be treated by treating other people with kindness and encouraging others to do the same.
- Report - You can report bullying behaviour even if it isn't aimed with you. You can do this by telling a teacher or, if it has happened online, reporting through the social network.

What Can Children Do If They Are Being Bullied?

- Be assertive – shout “No!” Walk confidently away. Go straight to a teacher or member of staff.
- Tell an adult you trust straight away. You will get immediate support. If you do not get the help you need KEEP TELLING UNTIL YOU GET HELP!

The role/involvement of parents

Parents have an important role in actively encouraging their child/ren to be a positive member of the school. Dealing with behaviour problems effectively requires the school and parents to work in partnership.

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.
- 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) Respond to the parental survey which asks for a response on all areas of school life. This includes the safety and emotional well-being of their child and how the school deals with issues.

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j) Exercise reasonable confidentiality around incidents in which they are involved. In particular, parents are requested not to spread stories about incidents. Partial information can be inaccurate and may affect the reputation of the school and of individual children and damage the atmosphere in the school community.

The role/involvement of Academy Committee

The Academy Committee supports the head teacher in all strategies to eliminate bullying from our school, while still recognising that it is likely to occur in school from time to time. It is the responsibility of the Academy Committee to monitor and review the anti-bullying policy and its effectiveness. They require the head teacher to keep records of all bullying incidents and to report on the effectiveness of the school anti-bullying strategies.