

ST. CATHARINE'S CATHOLIC PRIMARY SCHOOL

Anti-bullying Policy



Let your light shine

School Mission Statement

St Catharine's Primary School provides a Catholic education expressing love of and trust in Jesus Christ.

We aim to: -

- * Build a Christian community in which there is a true understanding of the teaching of the Catholic Church.**
- * Help each child to fulfil their potential and do their best in all that they do.**
- * Ensure that every child is valued and encouraged to become generous, confident and responsible.**
- * Welcome involvement with parents, parish and the wider community to enrich all our lives.**

Anti-Bullying		
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Date	Review Date	Nominated Governor
		Safeguarding Governor

1. INTRODUCTION

This policy should be read in conjunction with the school's behaviour and discipline policy.

Anti-bullying statement:

We believe that all pupils should be enabled to realise their full potential. To achieve this, pupils have the right to be educated in an environment in which they feel valued, respected and safe, and in which they learn to value, respect and protect others. Bullying deprives them of this right and denies them full access to education and achievement.

Under no circumstances will we tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

2. DEFINITION

Bullying is any deliberate act which results from a conscious desire to hurt, threaten or frighten someone. It is an abuse of power and results in pain and distress to the victim, who has in no way provoked the bullying. The bully thinks that they are in control and the victim feels powerless. Usually, the bullying is a campaign over time against a child or young person, but sometimes there can be only one incident.

Bullying can be physical, verbal, social or psychological and may take many forms:

- ◆ deliberately organised and consistently ignoring
- ◆ physical violence
- ◆ spreading rumours
- ◆ verbal threats
- cyber bullying
- bullying of children with special educational needs,
- homophobic bullying and
- bullying around race, religion and culture;

3. AIMS

- ◆ To create an atmosphere of openness in the school so that children feel able to report bullying.
- ◆ To encourage an anti-bullying culture in the school.
- ◆ To promote positive behaviour.
- ◆ To have in place established systems that will deal with incidents of bullying.
- ◆ To inform everyone connected with the school of the school's anti-bullying policy.
- ◆ To work with other schools to share good practice in order to improve this policy.

4. METHODS OF PUBLICISING BULLYING

- ◆ To provide assembly time for anti-bullying messages.
- ◆ To provide opportunities through drama etc. for the anti-bullying message to be put across.
- ◆ To make parents aware of the anti-bullying message.
- ◆ To make all staff aware of the anti-bullying strategy.
- ◆ To send out a questionnaire seeking information on instances of bullying.
- ◆ To monitor children who may be perceived to be at risk.
- ◆ To provide opportunities for children to report incidents of bullying.
- ◆ To provide other ways of reporting bullying through 'family grouping' of children.
- ◆ To record incidents of bullying in a 'bully book'.

5. *Responsibility for the Policy and Procedure*

Role of the Governing Body

The Governing Body will not condone any bullying and has:

- delegated powers and responsibilities to the Headteacher to eliminate all forms of bullying and to keep records of all incidents of bullying;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- responsibility for the effective implementation, monitoring and evaluation of this policy
- the responsibility of dealing with any cases of staff bullying

Role of the Headteacher

Under Section 157 of the Education and Inspections Act 2006 the Headteacher has a duty to encourage good behaviour, the respect for others and to prevent all forms of bullying among pupils.

Therefore, the Headteacher will:

- implement this policy;
- ensure that all school personnel are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
- ensure that all pupils understand that bullying is wrong through PSHE and school assemblies;
- ensure that all parents are aware of this policy and that we do not tolerate bullying;
- respond and deal with all incidents of bullying;
- keep records of all incidents of bullying;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy;
- annually report to the Governing Body on the success and development of this policy

Role of the Nominated Governor

The Nominated Governor will:

- work closely with the Headteacher;
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the school is aware of this policy;
- report to the Governing Body every term;
- annually report to the Governing Body on the success and development of this policy

Role of School Personnel

School personnel will:

- comply with this policy;
- be aware of the signs of bullying in order to prevent bullying taking place;
- take all forms of bullying seriously;
- encourage pupils to report any incidents of bullying to any member of the school personnel;
- report all incidents of bullying;
- raise awareness of the wrongs of bullying through spiritual, moral, social and cultural development of pupils;
- use preventative strategies such as circle time and buddy systems;
- undertake the appropriate training;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community

Role of Pupils

Pupils must:

- be aware of and comply with this policy;
- report if they are being bullied;

- report if they see someone being bullied;
- discuss ways of preventing bullying through the school council
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;
- treat others, their work and equipment with respect;
- talk to others without shouting and will use language which is neither abusive nor offensive;
- support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;
- liaise with the school council;
- take part in questionnaires and surveys

Role of the School Council

The School Council will be involved in:

- contributing to this policy through the headteacher;
- discussing improvements to this policy during the school year;
- organising surveys to gauge the thoughts of all pupils;
- reviewing the effectiveness of this policy with the headteacher

Role of Parents

Parents must:

- be aware of and support this policy;
- report to the school any concerns they have of their child being bullied;
- be assured that the school will deal with all incidents of bullying;
- be assured that they will be informed of incidents and will be involved in discussions;
- be asked to take part in periodic surveys conducted by the school;
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school

Training for School Personnel

School personnel will undertake training in:

- What is bullying?
- Types of bullying such as cyberbullying, bullying, bullying of children with special educational needs, homophobic bullying and bullying around race, religion and culture;
- Recognising bullying;
- Anti-bullying strategies;
- How to deal with a bullying incident;
- Counselling the bullied and the bullies;
- Working and co-operating with parents and carers

We ensure all school personnel have equal chances of training, career development and promotion.

Periodic training will be organised for all school personnel so that they are kept up to date with new information and guide lines concerning equal opportunities.

- The principles and practices of anti-bullying that apply to pupils also apply to staff
- If staff feel they are being bullied they have the right to appeal to the headteacher in the first instance. If the complaint is against the headteacher they have the right to appeal to the Governing Body through the Chair of Governors.

Incidents

- All reported incidents are investigated and dealt with.
- Parents are informed of all events and what actions have been taken.
- Records will be kept of all incidents and their outcomes on the school's recognised format.

Counselling

- Counselling and support mechanisms are in place to help those who have been bullied.
- All perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the School Handbook/Prospectus
- the school website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as weekly newsletters and of end of half term newsletters
- reports such annual report to parents and Headteacher reports to the Governing Body
- information displays in the main school entrance

MONITORING AND EVALUATION

- Regular lunchtime and break time supervision by designated staff
- Learning walks by Governors
- General observation by all staff
- Provision of a bullying box in which pupils post any problems of bullying
- Parental questionnaires
- Reports through the school council

The school will regard its anti-bullying strategy as a success if:

- ◆ the incidents of reported bullying remains low or are reduced;

- ◆ positive results from the questionnaire.
- ◆ at risk children are not becoming victims;
- ◆ if curriculum opportunities to deal with bullying are received positively;
- ◆ if the anti-bullying strategy is followed correctly.

Sanctions

Sanctions must be applied fairly and consistently

If the pupil continues to break code applying to anti-bullying

- The headteacher has the right to exclude the pupil from school for a "cooling off" period.
- If further difficulties occur, the Headteacher will have the right to exclude him/her for a further fixed period
- In extreme cases permanent exclusion may ensue
- The parents can appeal to the Governing Body in the case of permanent exclusion.

6. DEALING WITH INCIDENTS

See Appendix 1.

APPENDIX 1.

The school's approach to dealing with incidents of bullying.

1. Meet the victim or victims separately - have them write down/write down for them what happened.
2. Meet with the alleged bully or bullies (separately) and get them to write down what happened.
3. Agree with the bully/bullies what they have done that is unacceptable behaviour.
4. If more than one child is involved meet with them as a group and clarify what has happened.
5. Prepare them to meet their peer group - "What are you going to say when you leave here?"
6. Whatever is decided, reiterate to all pupils that they are responsible if anyone is bullied - there are no innocent bystanders.
7. Talk to the parents of all involved - show them written statements. Decide on a suitable punishment.
8. Keep a file on bullying with all statements and penalties.
9. Help the victim by providing him/her with anti-bullying strategies.
10. Do not accept false excuses e.g. "it was just a laugh", "was everyone laughing?"