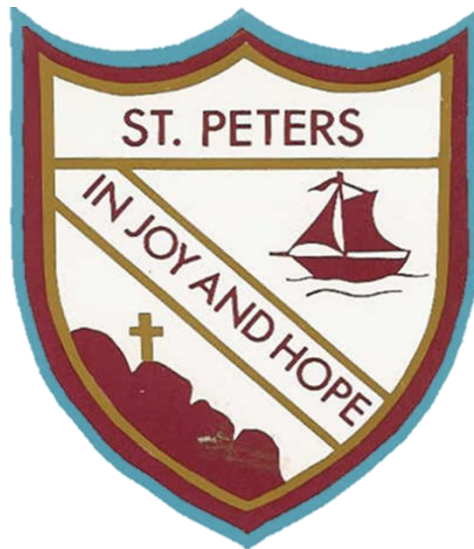


St Peter's Catholic Primary School



Anti Bullying Policy

To be Agreed by Governors:

Chair of Governors Signature _____

St Peter's Catholic Primary School Anti-bullying Policy

'In Joy and Hope'

In Joy We Live Together

In Hope We Build For The Future

Introduction

At St. Peter's Catholic Primary School we believe every child has the right to feel safe, valued, and respected. This policy sets out how we prevent and respond to bullying so that our school remains a kind and caring place for all.

We are a value-based school and our core values are:

- Be honest
- Be proud
- Be curious
- Be kind
- Be ambitious
- Be happy
- Be together
- Be polite.

These values underpin our commitment to ensuring bullying does not go undetected or unchallenged.

We recognise that perceptions of what constitutes bullying behaviour can vary between individuals and recognise the importance of a whole school community definition. Bullying is rarely a single incident and tends to be an accumulation of many small incidents, each of which, when taken in isolation and out of context, can seem trivial. There are many definitions of bullying, but most have three things in common:

- It is deliberately hurtful or threatening behaviour;
- It is repeated over a period of time;
- It is difficult for those being bullied to defend themselves.

Bullying can take many forms, but the main types are:

- physical – for example, hitting, taking or damaging belongings;
- verbal – for example, name calling, insulting, unkind teasing, threats or discriminatory remarks;
- emotional – excluding someone, spreading rumours
- cyber bullying – sending mean messages or sharing hurtful content online
- a combination of the above – for example extortion (forcing someone to give up money or belongings) or intimidation (making someone frightened because of threats).

Any of these may also have contexts that discriminate in relation to race, ethnicity, sex, sexual orientation, SEN or disability.

We think about Anti Bullying through our curriculum particularly during PSHE lessons, by celebrating Anti-Bullying Week and completing work on Cyber-bullying and E-Safety throughout the year. Therefore, are children are fully aware of the different types of bullying they may be subject to.

Signs of Bullying

Children who are being bullied may:

- Become withdrawn or upset
- Avoid school or certain areas
- Have unexplained injuries
- Lose belongings
- Struggle with work or friendships

Aims and objectives

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 and where everyone has a responsibility to be proactive in ensuring that bullying is challenged and reported.

We aim, as a school, to provide a safe and secure environment in which all can learn and work without anxiety, humiliation, harassment, oppression or abuse.

We aim to respond effectively to any bullying incidents that may occur and aim to ensure all children, parents, staff, governors and others connected with the school are aware of our opposition to bullying and know that appropriate action will be taken if bullying occurs;

We aim to ensure that everyone takes responsibility for the prevention and elimination of bullying in our school. We make clear each person's responsibilities with regard to the eradication of bullying in our school.

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

Cyber Bullying

Our school community has a clear awareness of the risks posed to pupils from cyber bullying and recognises the shared responsibility we have to ensure its prevention. We recognise that cyber bullying can:

- be conducted in a variety of different ways including via mobile phones, social media sites and the internet;
- be carried out anonymously and/or by people completely unknown to the receiver;
- be carried out by people of all different ages;
- be carried out at any time of day or night;
- sometimes be unintentional, e.g. becoming the mistaken recipient of a message.

To prevent cyber bullying the school will:

- regularly promote awareness of the risks of cyberbullying and safe practices when using technology through regular assemblies and termly PSHE ESafety units of work throughout the year;
- ensure that the Computing Curriculum teaches children how to recognise cyberbullying and how to use ICT safely through a specific e-safety strand and as an integral part of any teaching and learning for ICT;
- ensure that our 'No Phones' policy is adhered to.

Strategies to Prevent Bullying

Everyone is responsible for ensuring that bullying is not tolerated at St. Peter's Catholic Primary School. As a community we have a complete commitment towards promoting and implementing the most effective

strategies to prevent bullying. These strategies include:

- promoting a strong school ethos which encourages mutual respect and consideration for all individuals through our school values which are reinforced on a daily basis in assemblies, classroom practice and playtime provision and supervision;
- whole school and other assemblies which regularly promote our gospel values and keep anti-bullying initiatives (including e-safety) high profile;
- ensuring our curriculum reflects our equality & diversity policy in the programmes of study for different subject areas, whilst addressing an anti-bullying focus more specifically through a continuous e-safety strand in our computing curriculum and a well-designed PSHE curriculum
- careful monitoring of behaviour and a swift response to any concerns to ensure any issues can be identified and resolved quickly;
- promoting the self-esteem and confidence that children need to feel confident to ask for help if they need to;
- planning and leading designated PSHE sessions within classes to cover the PSHE curriculum or deal with any specific issues arising;
- ensuring that playtime provision is designed to promote purposeful play and cooperation between children;
- communicating the school's anti-bullying measures and approach to behaviour management to parents through the school website;
- involving the whole school, including Governors, in reporting the effectiveness of anti-bullying measures and identifying any areas for improvement;
- ensuring the Anti-Bullying Policy is shared with all staff, parents (via the school website) so that they are clear on the anti-bullying measures in place, and the policy is reviewed annually to ensure it remains as effective as possible.
- Teaching kindness, empathy, and inclusion through PSHE and assemblies
- Celebrating Anti-Bullying Week
- Training staff to identify and deal with bullying
- Encouraging children to speak up if they are worried

Reporting Bullying/Bullying Concerns

At St. Peter's Catholic Primary School, we are committed to taking any incidents of bullying, or suspected bullying, which do arise very seriously. It is the responsibility of any member of our community to report concerns they have about bullying or suspected bullying, including:

- class teachers;
- Teaching Assistants
- Children who should report concerns to an adult in the playground, their class teacher or a member of SLT;
- parents, who should receive acknowledgement of their concern by a member of school staffing
- Volunteers who should report concerns to teachers or SLT;

It is important that any individual who may have received bullying behaviour, feels safe to report any concerns they have as soon as possible. Information about clear communication channels for reporting any incidents are shared with children and parents and are displayed in school.

Responding to Bullying/Bullying Concerns

Any concerns which are reported will be treated seriously and dealt with immediately in order to determine the most effective approach to resolving the issues identified. The exact course of action will vary with each situation but the main objectives should be that bullying incidents are identified, brought into the open, recorded on CPoms, discussed and that

strategies are agreed to help resolve the problem. In all incidents of bullying observed, disclosed or suspected, it is important to ensure that:

- take it seriously and listen carefully;
- concerns will be acted on immediately on the day they are reported;
- it is clear that the bully's behaviour is unacceptable and the bullying must stop;
- concerns will be reported to the Head Teacher or a member of SLT;
- the receiver of the bullying behaviour is made to feel safe and is given an opportunity to share their concerns fully with an adult;
- as much information as possible will be gathered and recorded about any incidents, including from any possible eye witnesses;
- the receiver is assured that they will be supported and kept safe;
- the individuals involved are informed clearly of the course of action/strategies put in place to keep them safe;
- any further support needed will be identified and put in place
- parents are informed and made aware of the strategies put in place to resolve the situation;
- the individual(s) carrying out the bullying behaviour will be talked to by the Head Teacher or a member of SLT and any appropriate consequences will be decided on and put in place;
- further support may be identified for the perpetrator to enable them to accept responsibility for their actions and to ensure their behaviour is not repeated;
- the parent(s) of the perpetrator will be informed of the incidents and be involved in the discussion about consequences and further support as and when needed;
- other members of the staff team will be informed as appropriate to ensure they can monitor the situation and remain vigilant to prevent any further occurrences of the behaviour;
- any bullying between adults is reported to an appropriate person. This may be the Head Teacher, a member of SLT or a governor.

All reported incidents will be dealt with fairly and consistently in line with schools Behaviour policy and with the complete commitment of the whole school community.

The role of governors

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 allow 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 headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know and are trained in how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws 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, and why a pupil is being punished.

The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of SLT

SLT are responsible for keeping records of any incidents of bullying observed, disclosed or suspected on CPoms.

They will liaise with parents regarding concerns over bullying and implement any sanctions and agreed support for the victim to develop strategies for coping or the bully to change their behaviour.

The role of the teacher

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied, and parents are informed.

We keep records of all incidents of bullying that occur in school or near the school e.g. on the children's way home or to school. If any adult witnesses an act of bullying, they should record the event on CPOMS. Details/logs of incidents, interviews are kept and follow up work done as result of the incident with the bully and bullied pupil.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve support for the victim of the 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 endeavor to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, the class teacher and Head teacher would invite the child's parents into the 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.

Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers 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.

Through direct teaching in PSHE and indirect teaching of the promotion of classroom rules and positive behaviour, we aim to promote anti-bullying values.

The role of the parents

Parents who are concerned that their child might be being bullied, or are concerned their child might be the perpetrator of bullying, should contact their child's class teacher immediately.

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.

Parents are also responsible for being watchful of their child's behaviour, attitude and characteristics and informing the relevant staff members of any changes.

The role of pupils

Pupils are responsible for:

- Informing a member of staff if they witness bullying or are a victim of bullying.

- Not making counter-threats if they are victims of bullying.
- Walking away from dangerous situations and avoiding involving other pupils in incidents.

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 updates at committee meetings and discussion with the headteacher after being presented with the Head Teachers Report. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.