



St Mary's R.C. Primary School

Anti-Bullying Policy

Reviewed May 2023

Vision:

We believe that every child is a gift from God, therefore, we aim to provide an outstanding and happy Catholic education which develops the 'whole child' whilst enabling them to reach their full potential.

Mission statement:

We love God ... so we follow the examples of Jesus

We love learning ... so we always do our very best in everything

We love each other ... so we treat each other as we want to be treated

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Definition

'Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'

(Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education)

Overview

At St. Mary's RC Primary School, bullying or any other forms of intimidation will not be tolerated. As a Catholic school, we believe that every person is made in the image and likeness of God and should be treated with kindness and respect as God's children. We want every child to come to our school without fear and to be happy and safe in school. Every adult will always be vigilant and will intervene promptly if there are any signs or reports of bullying. We will also be proactive in preventing bullying.

We believe that:

- bullying, including cyber bullying, is undesirable and unacceptable
- bullying, including cyber bullying, is a problem to which solutions can be found
- seeking help and openness are regarded as signs of strength not weakness
- all members of our community will be listened to and taken seriously
- everyone has the right to enjoy and achieve in an atmosphere that is free from fear
- all of us have a responsibility to ensure that we do not abuse or bully others
- children and young people should talk to an adult if they are worried about bullying, including cyber bullying, and have a right to expect that their concerns will be listened to and treated seriously
- we all have a duty to work together to protect vulnerable individuals from bullying, including cyber bullying, and other forms of abuse

- we tackle bullying best, including cyber bullying, by encouraging an environment where individuality is celebrated and individuals can develop without fear

St Mary's acknowledge that schools which excel at tackling bullying have created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. DfE 'Preventing and Tackling Bullying'.

Aims and Objectives

The aim of our Anti-Bullying Policy is:

- to assist in creating an ethos in which attending St. Mary's is a positive experience for all members of our community
- to make it clear that all forms of bullying, including cyber bullying, are unacceptable at St. Mary's
- to enable everyone to feel safe while at St. Mary's and encourage pupils to report incidents of bullying, including cyber bullying
- to deal with each incident of bullying, including cyber bullying, as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- to support and protect victims of bullying and ensure they are listened to
- to help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change
- to liaise with parents and other appropriate members of our community
- to ensure all members of our community feel responsible for helping to reduce bullying

The objectives of our anti-bullying Policy:

- Our whole community can evidence ownership of the school Anti-Bullying Policy
- To maintain and develop effective listening systems for children and staff within St. Mary's
- To ensure all staff deal with incidents of bullying, including cyber bullying, effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the wider school community (e.g. midday supervisors, part-time staff/volunteers, partners) in dealing effectively with, and if necessary referring, bullying, including cyber bullying, incidents
- To communicate with parents and the wider school community effectively on the subject of bullying
- To acknowledge the key role of every staff member in dealing with incidents of bullying

- To ensure that all incidents of bullying, including cyber bullying, are recorded on CPOMS and appropriate use is made of the information, where appropriate, sharing it with relevant organisations
- To promote emotional health and well-being across the whole school and for all members of our community to role-model this in all situations

The Catholic Community

In the Catholic community of St Mary's, we recognise the worth and potential of individual pupils as children of God. It follows, therefore, that we:

- recognise their unique nature as human beings, regardless of background, abilities, physique or experiences
- recognise that each individual is God's own reflection, fundamentally and intrinsically good
- promote the concepts of self-discipline and responsibility for one's own actions for the good of all
- promote the belief that Hope, Optimism and Reconciliation are central to the Roman Catholic faith

Practice and Procedures

Preventing

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach. Through the consultation process, all involved have agreed to:

- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable and bullying behaviour
- be fully involved in the development of the Anti-Bullying Policy and support anti-bullying practice
- support each other in the implementation of this Policy

We encourage children to talk about concerns before they escalate eg class worry boxes, very approachable staff, GIFT Team, RSHE and RE lessons as well as impromptu Assemblies and circle times, and school and class council meetings.

All the members of the school community are expected to report incidents of bullying. All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

The Headteacher must ensure that this Policy is being implemented by everyone in the school and reports regularly to Governors any bullying incidents and the effectiveness of this Policy. Governors should be fully aware of this Policy and ensure they are up to date with its effectiveness.

Responding

Reacting to a specific incident.

Recording

Before recording an incident it may be useful for staff to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure that the child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in the child's behaviour?
- Have you discussed this with other staff who may know the child better?

(See Appendix 1 for the example of the way we help children define and understand what is/isn't bullying)

Although incidents may not be bullying, including cyber bullying, they should always be followed up thoroughly in the school and dealt with appropriately.

All incidents of bullying (as defined above) will be recorded by the school. A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation. We use CPOMS to record any reported or potential bullying incident.

Parents/carers of all children involved will be informed of what has happened and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

In line with all Policies, this Policy will be reviewed after 2 years. It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The stakeholders of this Policy are children, staff, parents and carers, Governing body and people from other organisations involved with the life of St. Mary's (including before/after school clubs, visitors, etc).

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform Policy review and will be shared with Governors.

Dealing with an Incident

Whenever a bullying, including cyber bullying, incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident and the response of those involved.

Before progressing, it may be useful for parents/carers to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure your child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in your child's behaviour?
- Have you discussed this with other staff who may know the child better?

St. Mary's community needs to be made aware that when a bullying, including cyber bullying, incident has come to the attention of adults in the school, it has been taken seriously and action has resulted.

School expects to support all involved by:

- talking the incident through with all parties involved
- supporting the person who has been bullied to express their feelings
- supporting the person displaying the bullying behaviour to express their feelings
- exploring the use of Restorative Approaches
- discussing which rules(s) have been broken
- discussing strategies for making amends

Measures will be in line with the school's Behaviour Policy, and may include:

- explanation why the inappropriate behaviour is unacceptable
- reparation of damaged relationships
- restorative approaches
- time away from an activity
- meeting with staff, parent and child
- missing another activity
- telephone call or letter home from the senior staff member/Headteacher expressing concerns
- time out from the classroom
- pastoral support plan
- fixed term exclusion
- permanent exclusion
- safeguarding procedures will be followed when Child Protection concerns arise.

We follow the Rochdale Policy “Guidance for Safe Working Practice for the Protection of Children and Staff in Education Settings”. All staff also follow the guidance ‘Keeping Children safe in Education’ and have regular safeguarding training.

Please note:

In September 2020, the School Council led (after input from all children) on writing a pupil friendly Anti Bullying Policy. **See Appendix 2**

Outcomes

St. Mary’s will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where we follow our Mission Statement and treat others as we would like to be treated. We will not only respond to any form of bullying but will be proactive in preventing it.

Date: **Sep 2014**

Signed: **Chair of Governors**

Reviewed: November 2015

Reviewed: January 2018, January 2020, **May 2023**

Appendix 1

Bullying definition

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Several Times **O**n **P**urpose

Bullying is:

- 1) Hurting someone else on **purpose**
- 2) Using some kind of **power** to hurt someone else
- 3) Doing this **repeatedly**

In short:

When someone repeatedly hurts someone else on purpose who is not as big or strong as them

Bullying can be physical, verbal or online.

Appendix 2

St. Mary's Anti - Bullying Policy

Introduction

At St. Mary's, we are a welcoming school. We are a caring, loving group of children. Our aim is that all children are happy and successful. We want every child to be treated with care and treat others as they want to be treated. We are a zero tolerance school to ANY types of bullying and we want children to feel safe in our school. We want children to enjoy school as well as having a good education and fun.

What is bullying?

Bullying is hurting people in a verbal or physical way. It is also including online bullying and harassment. Bullying is several times on purpose. Bullying is repeated and can be on many online games or apps.

What isn't bullying?

If you fall out with someone. If someone is mean, that is not nice, and will not be tolerated, but it isn't bullying. If someone hurts you by accident that isn't bullying.

What do we do if bullying occurs?

The most important thing to do when you are being bullied is to tell a person you can trust. However, if you don't tell anyone the bullying will carry on and possible get worse. You can tell an adult but if you are not confident enough it is good to tell your peers to give you more confidence to tell an adult. This adult can be your parents, or your teacher. Or use the class worry box. As bystanders, we can make sure bullying doesn't happen. By letting someone bully others you are allowing it to happen.

What do we do to prevent bullying?

We follow and live our mission statement which says:

We love God,

We love learning,

We love each other.

We try to keep a positive mind-set and encourage everyone to tell anyone if they are feeling alone. In our everyday life we strive to help anyone that is being bullied. We