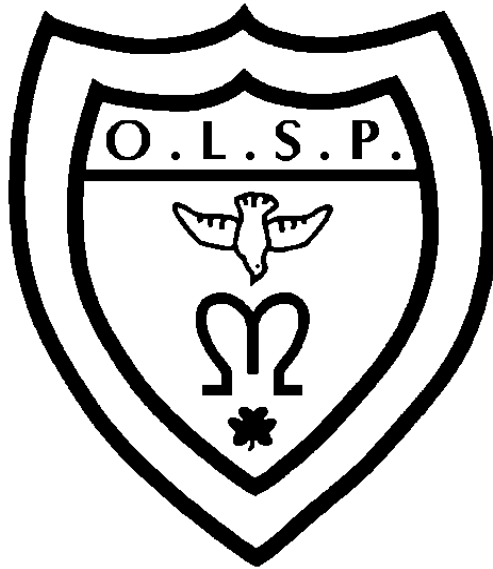


Our Lady and St Patrick's Roman Catholic Nursery and Primary School



A family of schools working together

Anti-Bullying Policy

Our Lady and St Patrick's RC Primary School

Anti-Bullying Policy

Rationale

Every pupil has a right to feel safe and secure whilst at school.

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. We all follow the DfE Bullying charter principles. We place high priority on the quality of relationships as essential evidence of our respect for one another.

What Is Bullying?

At Our Lady and St Patrick's we have adopted the following definition of bullying:

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

(taken from the definition given within the DCSFs 'Safe to Learn-Embedding Anti-Bullying work in schools' guidance)

Forms of bullying/ bullying behaviour

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) damage to reputation, identity theft/impersonation, revealing personal information, threats
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Damage** to property e.g. graffiti, personal property
- Inciting others to bully e.g. encouraging pupils with SEND to bully others so that they receive the consequence rather than the instigator
- **Literature**: e.g. distribution/possession of posters/leaflets, literature or material, e.g. pornography, wearing or display of offensive insignia
- **Victimisation after previous complaint** e.g. bullying due to either victims or bystanders speaking out as a result of a past bullying incidents
- **Racist** - racial taunts, graffiti, gestures
- **Sexual** - unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focusing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing, swearing
- **Cyber** All areas of the internet, such as e-mail or various forms of social media mobile threats by text messaging, calls and photos
Misuse of associated technology, i.e. camera, video facilities or webcams

Reasons why a bully may bully.

- | | | |
|-------------------|---|------------------------------|
| To gain attention | - | low self esteem |
| | - | home situation |
| For power | - | need to dominate and control |
| | - | high self esteem |
| To hurt | - | has been hurt |
| | - | to control |

To eliminate bullying behaviour, the school has a two pronged approach:

- A Preventative Strategies
- B Procedures for tackling bullying incidents

A Preventative Strategies

We aim to:

1. Provide a healthy, safe, and stimulating environment with
 - school grounds development (to include quiet areas)
 - play areas (defined areas for certain activities)
 - play equipment (adequate provision for each class)
 - Pro-active play supervisory staff (promoting positive play and enforcing behaviour expectations)
- 2 Encouraging and celebrating good behaviour by
 - praise
 - giving children opportunities to succeed
 - certificates
 - team points
 - achievement assemblies
- 3 Teaching and learning styles which develop
 - valuing self and others
 - good communication skills
 - ability to work co-operatively
- 4 Planned work within the curriculum
 - personal, social and moral issues mainly through PSHE, RE
 - Citizenship, rights **and** responsibilities linked to British Values
 - Circle time
- 5 Holding Anti-Bullying weeks (termly) which give
 - strategies for coping with bullies
 - promises to report bullying behaviour
 - advice for bystandersActivities to be undertaken can include
 - SEAL activities
 - drama activities
 - writing activities
 - posters
- 6 Pupil Charter
Negotiating with pupils, embedded in ideas of pupils' responsibilities as well as the right to feel and to be safe and happy at school.

B Procedures for tackling bullying incidents

We aim to:

- 1 React to bullying incidents in a reasonable, proportionate and consistent way by
 - taking steps to fully investigate the charge – all involved must have the opportunity to give their perspective.
- 2 Prevent and de-escalate any continuation of harmful behaviour by
 - discussing strategies with pupils to help them avoid confrontation
 - informing all staff of the issues so that they can be more alert to potential problems
- 3 Safeguard the pupil who has experienced bullying and trigger sources of support for the pupil by
 - Allowing access to adults with the time to listen
 - Setting up a 'circle of friends'
 - Involving external agencies

At Our Lady and St Patrick's bullying is not tolerated; should any concern be brought to the teacher's attention, the matter will be taken very seriously and investigated without delay. Each case is treated as an individual one: We recognise the unique circumstances of each case and encourage communication, in order to promote a better understanding of (and by) both victim and bully, bearing in mind that, in the majority of cases, bullies are known to be victims themselves. We consider that nurturing and general pastoral care is a paramount factor to avoid any regrettable cases. We will use the curriculum and intervention strategies to:

- raise awareness of bullying and our anti-bullying policy.
- teach pupils how to manage their relationships with others constructively.
- encourage pupils to work together with co-operation and individual accountability.
- focus on particular problems e.g. anger.

We will also employ other strategies as and when necessary e.g. Circle of Friends, Befriending, Support Group, Mediation by adults, Mediation by Peers and THRIVE.

Specific Issues related to bullying:

Confidentiality

Children will be made aware that some information cannot be held confidentially and that their best interests will be maintained.

Incidents outside school

The procedures laid out below equally apply to any incidents off school premises where the children are involved in school activities.

Responses to bullying incidents

The school will treat seriously all incidents, including those by mobile phone and the internet which are brought to the attention of staff.

The victim will be listened to. A record of the incident will be documented and appropriate actions will be taken. Witnesses will be interviewed and a record made.

The perpetrators will be interviewed and a course of action will be decided depending on individual circumstances. There is a bullying incident log in the Behaviour file of every classroom. These logs will then be forwarded to the Safeguarding lead.

Consultation with Parents/Carers

Parents/Carers will be notified and kept informed. The Head Teacher will be informed of all bullying incidents. She will keep parent/ carers regularly updated.

Monitoring Procedures

Records will be kept of all reported bullying incidents by the Class Teacher who will provide support to children and liaise with parents / carers. An observation in the record will be made as to how these facts were obtained e.g. observation, hearsay, gossip, the age and gender of all pupils involved, the nature of the incident and the type of response made. The bullying records are regularly monitored by SLT and HT.

Complaints Procedures

Any complaints about the anti-bullying procedures should be made to the Head Teacher.