



Saint Peter's Catholic Primary School

'Christ in the centre, excellence at the heart'

Mission Statement

To provide a	Catholic Education, embracing world faiths,
Nurturing	Happy and motivated children
Who want to	Reach to achieve high expectations
	In partnership with parents
	Supported by a committed staff and Governing Body
Who help children	To feel self-worth and know success

ANTI-BULLYING POLICY

Approved / Adopted Date: Autumn 2021

Name: Jim Connolly (Chair of Governors)

Next Review Date: Autumn 2023

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What is bullying?

Children will have friendship fall outs and one off incidents will occur which can be upsetting and are dealt with sensitively in school. However this is not bullying. Bullying is

Several Times On Purpose. (STOP)

Bullying is behaviour by an individual or group, usually repeated over time that intentionally hurts an individual or group, either physically or emotionally. Bullying can take place within school or out of school; within the community. We recognise that out of school issues can overspill into school and it is important that we respond to allegations of bullying beyond the school gate too. As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when any incidents are reported. Bullying will not be tolerated.

People are often bullied because of differences. They may not conform to perceived peer expectations due to their: race, religion, culture, sexual orientation (eg homophobic/biphobic /transphobic bullying), physical disability, SEND, gender identity, appearance, likes/dislikes or home circumstances. The Equality Act 2010 makes it unlawful to discriminate against someone on the grounds of any of these characteristics: **age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion/belief, sex (gender) and sexual orientation.**

Role of all members of staff and our school community

All members of the Saint Peter's Primary School staff and wider community are responsible for reporting any incidents of bullying that they witness, hear about or suspect and should report any concerns to a member of the Senior Leadership Team or an appropriate adult in the school. Members of staff and the school community include: teachers, teaching assistants, 1:1 support staff, office staff, lunchtime supervisors, volunteers, pupils and parents.

Bullying can include

- Name calling
- Malicious gossip
- Teasing
- Intimidation
- Ostracising

- Theft
- Damaging someone's property
- Violence and assault
- Jostling, pinching and kicking
- Extortion
- Texting or cyber abuse or malicious gossip

Bullying generally takes one of four forms

- Indirect being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Physical pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal name-calling, teasing, threats, sarcasm
- Cyber All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging, mobile threats by text messaging & calls, misuse of associated technology , i.e. camera and video facilities

Symptoms of bullying

Early signs that a child is being bullied could be:

- The child becoming withdrawn
- A deterioration in the child's work
- Erratic attendance or spurious illness
- Persistently arriving late at school
- General unhappiness or anxiety
- The child wanting to remain with adults
- Sudden outbursts not in common with the child's normal behaviour

Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Targets of bullying can become depressed and this can continue into their adult lives. In extreme cases some may want to take their own lives.

The school will take full account of what the target says and also the perceptions of those who have witnessed the incident, reported it, or are aware of the circumstances.

This means that if any person feels that an incident is motivated by intent then it should be recorded as such and all incidents should be properly investigated.

Who is bullied?

Anyone can be bullied - pupil, parent/carer /guardian or staff member.

The school accepts that:

Every member of the school community has the right to feel comfortable, safe, secure, equally valued and respected;

Every member of the school community has the right to grow and change, free from prejudice, stereotyping, harassment and negative discrimination;

Every pupil has the right to equal access to the curriculum that meets their needs;

Every member of the school community has the right to object to and/ or reject language or behaviour, which is offensive and /or intimidating;

Every member of the school community has the responsibility to treat others with respect;

It is the responsibility of every member of the school community to address and/or report all incidents of bullying.

Our Behaviour Policy outlines:

- What is acceptable behaviour
- The range of disciplinary sanctions
- A system of rewards for good behavior

Anti-Bullying training for staff

All members of staff including teaching, teaching assistants, 1:1 support staff, office staff, lunchtime supervisors and governors, will receive regular training on Anti-bullying. Staff will be asked to sign to say that they have received, read and understood any documents shared or training given. The information that will be shared with staff will be from the document Preventing and Tackling Bullying.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

Curricular approaches to bullying

In dealing with bullying we aim to:

- Raise awareness about bullying and the school's anti-bullying policy
- Increase understanding for targets
- Teach pupils about their relationships with others using many areas of the curriculum - Anti-Bullying week, Nurturing Human Wholeness, RE, PSHCE, History, Literacy, Art and Music.

Strategies to combat bullying

We aim to include the following in our teaching:

- Befriending
- Circle of friends
- Support groups
- Mediation by adults
- Assertiveness training groups
- Social Skills groups
- ELSA (Emotional Literacy Support)
- Lunchtime supervisor interventions eg Huff and Puff activities

Befriending

Befriending involves assigning selected pupil volunteers to be with and befriend pupils who are being bullied or having difficulties because they are new to the school or upset by an event outside school, e.g. a family bereavement.

The objective is to give the befriended pupil someone to talk to and to help them feel more positive about themselves.

Circle of Friends

A small number of pupils volunteer to form a circle of friends for a vulnerable pupil to help improve the pupil's level of inclusion and acceptance and to increase insight into his or her feelings and behaviour.

Support Groups

The support group for a bullied pupil includes those involved in the bullying. The aim is to get the bully to identify with the victim and then to help resolve the problem.

Mediation by adults

Members of staff (teachers, teaching assistants, lunch time supervisors and office staff) can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school. Behaviour logs are kept by lunchtime staff and teachers in order to monitor pupil behaviour and establish any links or patterns that may need following up.

Assertiveness training groups

This can cover:

- Making assertive statements
- Resisting manipulation and threats
- Dealing with name calling
- Staying calm in difficult situations
- Getting help from onlookers
- Boosting self esteem
-

Formal Action

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school's discipline policy.

- Removal from the group
- Withdrawal of break or lunchtime privileges
- Banning the pupil from a school trip or sports event if these are not an essential part of the curriculum
- Parental Involvement
- Internal exclusion
- Fixed period exclusion
- In the event of a criminal act, police will be informed

In the case of provable, persistent and violent bullying we may seek to permanently exclude the bully.

Dealing with bullying incidents

In dealing with bullying incidents, we will observe five key points. All members of the school community will be alert to the possibility of breaches of the policy and report to a member of the SLT.

All incidents of bullying will be recorded and their frequency and type monitored. Their information will be used to inform the development of the schools' anti-bullying work.

- We will not ignore bullying.
- Staff should not make premature assumptions.
- All accounts of the incidents should be listened to fairly.
- We will make every effort to adopt a problem-solving approach in line with the restorative approach, which encourages pupils to find solutions rather than simply justify themselves.
- We will monitor and follow up to check bullying has not resumed.

Advice to bullied pupils

We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically PSHE ethos.

During a bullying incident, pupils will be advised to:

- Try to stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult what has happened straight away

After they have been bullied, pupils should:

- Tell a teacher or other adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- Not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

- What has happened to them
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What they have done about it already

The role of parents

Bullying is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

Parents/carers are crucial to supporting the schools anti-bullying policy. As part of the home school contract they will be informed of the policy and be asked to commit themselves to it.

When, after discussion, we confirm a child has been bullying we will contact the parents to discuss the issues. We will ask parents to:

- Talk to the child and explain that bullying is wrong and makes others unhappy.
- Show the child how to join in with others without bullying.
- Make an appointment to see the child's teacher as soon as possible and explain the problem and discuss how the school and the parents together can stop the bullying.
- Talk to the child regularly about how things are going at school.
- Give the child lots of praise and encouragement when they are being kind and considerate to others.

From this sanctions and outline plans will be agreed.

We will follow up the bullying child's behavior.

We will ask parents to contact the school if they suspect their child is being bullied.

Parents of a bullied child should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do.
- Make a note of what the child says.
- Explain that the child should report any further incidents to a teacher or other member of staff straight away.
- Make an appointment to see the child's teacher in the first instance.

The schools Anti-bullying Lead governor is Mrs J Thompson.