

Our Lady's RC Primary School

Anti-Bullying Policy





Our Lady's Mission Statement

At Our Lady's RC Primary School we want to
'know God, love God and serve God'

We will try hard to :

- Learn about the **WORD** of God.
- **WELCOME** everyone into our school as Jesus welcomes us into His family.
- Care about the **WELFARE** of others and help those in need.
- **WORSHIP** God through prayer and praise and use the talents God has given us.
- Be a true **WITNESS** to Jesus by showing everyone that we respect, value and love one another.

We will try to live like Jesus every day.

At Our Lady's, we seek at all times to be a witness to Jesus Christ. We remember this when putting our policies into practice.

At Our Lady's RC Primary School we are committed to providing an inclusive, caring and safe environment for all our children in which they can learn, play and feel secure. Bullying of any kind is not acceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to be taught how to behave differently. Our Lady's RC Primary School acknowledge that bullying does happen from time to time. When bullying does occur, everyone should be able to tell somebody and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, The Government Green Paper 'Every Child Matters' 2003 (outcome 2, Keeping Children Safe, September 2016 and The Children Act 2004.
- All governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/carers will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/carers will be assured that they will be supported when bullying is reported.

- Whole school initiatives (staff training and celebration assemblies etc) and proactive teaching strategies (PSHE - Personal, Health and Social Education lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What is Bullying?

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP - it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (eg. hiding books, threatening gestures), ridicule, humiliation
- Verbal: name calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical: pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence
- Racist: racial taunts, making fun of culture and religion
- Online/cyber bullying: sending offensive text messages, emails and social media
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done Several Times On Purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship

breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere - in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school.

At Our Lady's RC Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises when appropriate. The following steps may be taken.

- Informing parents of an incident reported outside school time.
- Talk to the local Community Police Officer setting extra vigilance outside school as well as planned projects in school.
- Talk to the children about how to handle or avoid bullying outside the school premises. This can be done directly or as part of the school PSHE provision and assemblies.

Signs and Symptoms

These may include:

- changes in behaviour
- becoming withdrawn, anxious
- not wanting to come to school
- not wanting to go out at playtime
- feeling ill especially at playtime and lunchtime
- keeps losing possessions
- things go missing

Strategies for preventing bullying in school

To reinforce the school ethos we will termly and during Anti-Bullying week, or when bullying occurs, discuss bullying and reinforce the following strategies:

- Silence is the bully's greatest weapon - make sure you tell someone.
- Remember no-one deserves to be bullied, it is wrong
- Be proud of who you are. "It is good to be you."
- Try not to show the bully you are upset - bullies thrive on fear.

- Stay with a group of friends/people. There is safety in numbers
- Be assertive - shout "STOP" (Several Times On Purpose). Walk confidently away. Go straight to a member of staff and 'tell' them what has happened
- Fighting back may make things worse and we do not encourage physical aggression in our school
- It is best to tell an adult straight away even if the bully tells you not to
- If you find it hard to speak about it, write down what has happened and put it in the class 'something to say' box
- Teachers/Staff will take bullying seriously and will deal with the bullies in a way that will end the bullying and not make things worse
- Talk to your parents but if you are still upset you could always call a helpline for advice - Childline 0800 1111

What can parents do?

Parents have an important role to play in the school Anti-Bullying Policy. We ask that parents:

- Look out for unusual behaviour in their child, not wanting to attend school, regularly feeling ill, changes in personality etc
- Take an active role in their child's education. Enquire how the day has been in school, who they have spent time with etc
- If parent's believe their child has been a victim of bullying behaviour they should inform school immediately. All complaints will be taken seriously and appropriate action taken
- It is important that parents do not advise their child to fight back. This can make matters worse and is against our school behaviour policy (rules).
- Parents should tell their child that it is not their fault they are being bullied
- Parents should encourage their child to ask for help.
- If a parent is aware that their child is involved in bullying, please contact the school to discuss the issues. We will deal appropriately with the issue.

It must be stressed that the school will act upon an allegation of bullying when communicated to the school. We urge parents to communicate ANY concerns to staff at an early stage to prevent escalation of the problem. These open lines of communication should continue until the problem is resolved.

What can you do if you see someone else being bullied (The role of the bystander)

In Our Lady's School we care about the welfare of others so if you see or suspect that someone is being bullied, go and tell an adult and they will investigate it. Don't ignore it and don't try to sort it out yourself.

Bullying of children with Special Educational Needs

Our Lady's RC Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are.

We have some children who have specific learning needs and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

Academically more able pupils can also be targeted with bullying. Staff will treat this type of bullying in the same way as any other type of bullying.

Procedures for reporting and responding to bullying incidents

All staff will respond consistently to all allegations and incidents of bullying at Our Lady's RC Primary School following this policy. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated fully in order to be resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff
2. Staff will make sure the victim(s) feels safe
3. Appropriate advice will be given to help the victim(s)
4. Staff will listen and speak to all children involved in the incident separately
5. The problem will be identified and possible solutions suggested
6. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying
7. Staff will reinforce to the bully that their behaviour is unacceptable
8. The bully/bullies will be expected to apologise. Other consequences may take place and appropriate sanctions applied in line with the school

behaviour policy eg. detention, hot spot timetable, loss of joy day, internal exclusion etc

9. Support given to help the bully/bullies understand their behaviour and take actions to change it.
10. The incidents will be recorded by staff in the behaviour log with action taken and resolution
11. Parents will be informed and may be invited to come into school for a meeting to discuss the problem
12. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
13. If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Whole school approach of the 'citizenship' curriculum
- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the Anti-Bullying policy (pupil voice and parent view surveys)
- Producing a 'child speak' version of the policy for children
- School rules displayed in each class and around school
- Making national anti-bullying week a whole school event each year with an emphasis on friendship and positive relationships
- Awareness raising through regular anti-bullying/friendship assemblies
- PHSE (Personal, Health and Social Education) scheme of work from Reception to Year 6 used to support this policy
- Circle time on bullying issues
- Introduction of the friendship bench and 'buddying' system
- A story book approach to exploring bullying issues
- Using drama activities and role plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Posters to promote 'friendly' behaviour
- Prominently displayed anti-bullying posters produced by the children around the school

- Use of confidential 'Something to Say' box in each class where children can write and post their concerns and ideas
- Introducing playground improvements and initiatives
- Training pupils to be Playground Buddies
- Using praise and rewards to reinforce good behaviour
- Using Joy Day to celebrate good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Pupil voice and Parent View surveys will be used to evaluate the effectiveness of our Anti-Bullying Policy. Analysis of incidents recorded in the behaviour incident book will inform future action. It will be approved by governors and shared with parents/carers.