

# St Philip's Catholic Primary School



## **CRC Article 29(goals of education)**

Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

## **Anti- bullying Policy**

***At St. Philip's our School Mission Statement is***

***"Learning and working together through Christ "***

St. Philip's Catholic Primary School recognises that bullying is a serious issue. Respect for self and others as a part of God's creation is at the heart of our School Aims and everyone is responsible for ensuring the safety of everyone else in the school. We recognise the damage bullying can cause to the life of the victim, the bully and the school as a whole. We are committed

to challenging the assumption that bullying is inevitable and are working towards stopping completely.

This policy is for pupils, staff, parents and governors and at St Philip's Catholic Primary we believe that all have a right to learn and work in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour and relationships. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

The aim of the anti-bullying policy is to ensure that bullying is tackled effectively in our school. This policy is linked to our SEN/D / Inclusion Policies, Equal Opportunities Policy, Behaviour and Discipline Policy and R.E (PSHE / Citizenship) Policies.

## **What do we mean by bullying?**

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

(DCSF 2007 Safe to Learn)

Bullying can occur through several types of anti-social behaviour. It can be:

a) Physical:

*A child can be physically punched, kicked, hit, spat at, etc.*

b) Verbal:

*This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.*

c) Indirect:

*For example, spreading rumours (see also using technology)*

d) Using technology:

*For example bullying by text, email, messenger service, social media*

e) Exclusion:

*A child can be bullied simply by being excluded from discussions/activities.*

f) Damage to Property or Theft:

*Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.*

Children with special educational needs or disabilities have described other forms of bullying which they experience:

g) Manipulative behaviour:

*For example being made to steal from a shop or undertaking a humiliating task*

h) Conditional friendships:

*Such as being allowed to be part of the group if the victim agrees to certain behaviours inflicted by the group*

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i) Bullying that deliberately takes advantage of or exploits their disability

People can be bullied for different reasons or no reason at all. Bullying can be related to:

- Race, religion or culture
- Special educational needs or disabilities
- Appearance or health conditions
- Perceived sexual orientation and homophobia
- Circumstances at home
- ANY perceived difference

At St Philip's Catholic Primary we are inclusive and support and acknowledge all of our children and celebrate their differences in culture, race, religion etc.

### **How will this school prevent bullying?**

- We will share our anti bullying expectations with pupils, parents and staff on an ongoing basis.
- We will ensure whole school and class rule reaffirm expected behaviour
- Have an Anti-Bullying Day or Week every year to promote the school's bullying policy and anti-bullying strategies.
- We will develop an ethos where every child feels safe and valued by reliable and responsible adults.
- We will make clear our zero tolerance stance on bullying for **everyone**: adults and children alike.
- We will promote and raise awareness of anti bullying strategies through lessons and events, working with the LA where possible. We will teach about cyber bullying and e-safety.
- We will use our R.E, Citizenship and PHSE curriculum to promote anti bullying messages.
- Staff will be trained and briefed in safety and anti-bullying procedures.
- We will provide opportunities for structured play with equipment wherever possible at key times of the day (e.g. lunchtimes) in order to engage children and reduce the likelihood of bullying – lunchtime supervisors and other supervisory staff will be trained and briefed in safety and anti-bullying procedures.

- Senior leaders and governors will regularly monitor the extent of bullying in school and respond accordingly. The policy will be reviewed at least every two years, in consultation with pupils, staff, governors, parents and the LA.
- Our ethos and curriculum will teach children to respect difference and value diversity.
- We will develop peer support, mentoring and befriending schemes.
- We will always involve and support parents and carers.
- Newsletters will be sent to parents to inform them of our commitment of ensuring the safety and well-being of the children.
- Continue to ensure that each year new playground buddies are trained to support with positive play at breaktimes, and know how to report any concerns to adults in school

### **What Can Children Do If They Are Being Bullied?**

Each term and when incidents occur, class teachers will discuss bullying and reinforce the following strategies with children:

- a) Remember that keeping quiet will not change the situation – it might even help the bullying to get worse.
- b) Remember that you do not deserve to be bullied and that it is wrong.
- c) Be proud of who you are. It is good to be individual.
- d) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- e) Stay with a group of friends/people. There is safety in numbers.
- f) Be assertive – shout “No!” Walk confidently away. Go straight to a teacher or member of staff.
- g) Fighting back may make things worse.
- h) It is best to tell an adult you trust straight away. You will get immediate support. If you do not get the help you need **KEEP TELLING UNTIL YOU GET HELP!**
- i) Teachers and school staff will take you seriously and will deal with the bullies in a way which will end the bullying and will **not** make things worse for you.
- j) The promotion of buddy systems, peer mediators and the friendship pole for peer support.

## **What do you do if you Know Someone Is Being Bullied?**

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble. If you do not get the help you need – keep telling until you get help.
- b) Do not be, or pretend to be, friends with a bully.

## **Recording**

In order to monitor the frequency with which incidents of bullying take place the school will record each incident of bullying centrally using the proforma attached (Appendix 1). The following information will be recorded:

- The student's name
- Their form/class
- Date, time and name of person making the report
- Brief details about the alleged incident.
- Who dealt with it
- What happened and any findings
- What action was taken
- Whether the victim was satisfied with the school's response to the incident.

## **Role of Parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- c) If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will be taken immediately.
- d) If a child has bullied your child, please do not approach that child or their parents on the playground or involve an older child to deal with the bully. Please inform school immediately.
- e) It is important that you advise your child not to fight back. It can make matters worse!
- f) Tell your child that it is not their fault that they are being bullied.
- g) Reinforce the school's policy concerning bullying and make sure your child is not

afraid to ask for help.

h) If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately and supportively.

i) Parents will be consulted and will be given opportunity to express their views in a survey on all areas of school life and how they feel school deals with certain issues. This includes the safety and emotional well-being of their child.

j) Parents and children will be regularly made aware of the issue of bullying posters, Anti-bullying Week and the schools annual survey.

### **Strategies for Dealing with Bullying**

This school's response to bullying is to be underpinned by:

- A strong ethos of tolerance and respect including respect for difference and Diversity
- Strong leadership from the senior team on how bullying will be dealt with
- A close relationship with pupils and parents so we know what bullying occurs, when, where and by whom.
- The promotion of buddy systems, peer mediators and the friendship stop for peer support
- Caring for both victims of bullying and those who bully by monitoring, observing and tracking future progress.
- We will use the CAF (common assessment framework) to assess children's needs where other agencies may be needed.
- The appropriate course of action taken by the school will be dependant on the nature of the bullying (group/individual). If the bullying is a whole school issue this will be addressed in a whole school assembly where appropriate.
- We will record all incidents and monitor trends regularly.

### **If bullying is reported or suspected we will:**

a) Talk to the victim / suspected victim, and any witnesses. We will take steps to ensure the privacy and dignity of **all** concerned and ensure that our actions do not escalate the bullying.

b) Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at St Philip's Catholic Primary. We will support both the victim and the one/s bullying to ensure the incident/s stop and do not reoccur.

c) Parents will be informed of the incident and will be advised of the action the school

will be taking or has already taken.

d) If the bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed.

e) An additional sanction may be to arrange for that child to be escorted by their parents / carers from the school premises.

f) Incidents of bullying are recorded as such in the Class Incident Log. This information will then be passed onto senior members of staff and will help inform all members of staff involved with the children.

g) If the suspected bully does not own up, investigate further. If it is clear that they are lying, continue with the procedure.

h) In instances of bullying, staff and children have a line of contact to follow and know when members of that line are absent, who to contact instead.

i) When dealing with instances of bullying we will involve the children in circle time, peer mediation and other schemes in order to promote awareness of feelings of others.

j) Continue monitoring the situation to ensure no repetition.

### **Support for the Bully**

School recognises that bullying can damage the life and education of the bully as well as the victim. Students that bully will be offered a range of support. This will include one or more of the following:

- Discussion to find out why they are bullying
- Give them chance to make a fresh start in line with the Gospel values of our school
- Supervised break times.
- A Behaviour Action Plan.
- Discussion with parents
- A Nurture Support Programme.
- A referral to an external agency where necessary.
- If the bullying has involved actual or attempted extortion, a referral to the school's police officer.

Communication Whenever an allegation about bullying is made the parents, class teacher and Headteacher of both victim and bully will be informed. In case of extortion the school's police officer will be informed.

Policy agreed: November 2020

Review date: September 2022

Policy updated November 2020





## Appendix 1

### ALLEGED/ACTUAL INCIDENT REPORT FORM RE. BEHAVIOUR/BULLYING

|   |  |
|---|--|
| Date and time report made   |  |
| Report made by  |  |
| Report made to  |  |
| Description of incident as reported including time, place, people involved, adults & pupils (continue overleaf if needed) |  |
| Action taken immediately/ investigation undertaken  |  |
| Findings of investigation   |  |
| Action taken following investigation including any meetings held  |  |
| Parents consulted? – details (Please attach parent consultation record)   |  |
| Others consulted if any, including outside agencies   |  |
| Follow up action taken  |  |
| Signature of pupil to confirm understand and happy with action taken  |  |

