



Part of Bishop Wilkinson Catholic  
Education Trust

# St Mary's Catholic Primary School: Anti-Bullying Policy



***Excellence, inspired by Gospel values***

**Headteacher:** Mrs Michelle Ross

**Chair of Governors:** Mrs Michelle Dale

**Date:** September 2023

**Date for Review:** September 2024

## Anti-Bullying Policy

THIS POLICY HAS BEEN REVIEWED BY THE ANTI-BULLYING FOCUS GROUP (including Head Teacher, Safeguarding Governor and pupils from Year 5 and Year 6)

### Statement of Intent

As a school community, we aim to provide a secure and safe environment and to respect the dignity of every person involved with our school.

### Principles

- Bullying is wrong.
- It harms individual people and the whole school.
- We will do all we can to prevent bullying by developing a school culture where it is seen as unacceptable. We will involve the whole school community in our anti-bullying work.

### Aims

To ensure that everyone in our school understands that:

- **Pupils and staff** have a right to a safe environment where they can learn and work without the fear of being bullied. Staff lead by example. Bullying is not tolerated by or to all adults and children within the whole school community.
- It is everyone's responsibility to support each other by reporting bullying incidents.
- Clearly defined actions will follow when bullying is reported.
- All reports of bullying are taken seriously.
- Our school has a caring, inclusive and friendly ethos at all times.

### What is bullying?

Most definitions of bullying consider it to be:

- Deliberately hurtful behaviour.
- It is often repeated over a period of time.
- It is difficult for those being bullied to defend themselves.
- It is someone targeting another person because they are either: bigger, louder or more confident than their victim.
- Hurtful comments specifically about another person's appearance (the most common form of bullying) or about their family or life of a family member.

Bullying can take many forms, for example:

- **Physical** - hitting; kicking; taking belongings.
- **Cyber** - using technology to insult, hurt or harm others.
- **Verbal** - name calling; insulting comments; racist remarks.

- **Indirect** - spreading nasty stories about someone; excluding someone from social groups.

Bullying can be directed at certain groups because of their:

- Race or religion or culture
- Sexual orientation
- SEN or disability

St Mary's Catholic Primary School does everything possible to comply with the Equality Act 2010. We have regular awareness raising about these issues and our children learn in an inclusive and friendly environment, where differences are celebrated.

However, not all aggressive behaviour is bullying. If two people of equal power or strength have an occasional fight or quarrel, this is not bullying.

### **Prevention strategies adopted by the school**

The school community includes all pupils, teaching and non-teaching staff, parents, and governors. They will be informed of and involved in the Anti-bullying policy.

This will be done through:

- Assemblies - termly
- Together Against Bullying Roadshows
- Newsletters - termly
- Posters
- Personal health, social and citizenship education
- Throughout the curriculum where possible
- Staff meetings / training for all staff
- The Buddy system i.e. - Mini buds from Year 2 to help Key Stage 1
  - ✓ Buddies from Year 5 to help Key Stage 2
  - ✓ Mediators from Year 6
- Buddy notice board
- Post box
- Positive reinforcement - rewards system for good behaviour.
- Close liaison with 'ViVa' anti-bullying service, to provide training for staff and pupils and to work with individuals/groups.
- Regular counselling available from a qualified counsellor for pupils and staff
- Cyber bullying awareness - 'Think you know' resources
- E-Safety whole school policy
- Designated link governor to oversee the Anti-bullying Strategy

## How bullying is dealt with

### **By Pupils:**

Pupils are encouraged to tell a teacher or adult they trust, if they are being bullied or think they are being bullied; if they witness bullying or are worried about someone who is being bullied, or may be at risk of being bullied. Where pupils may be too shy to approach adults about a matter, or wish to be anonymous, they are encouraged to use the class 'worry box'. Lunchtime Supervisors and staff on duty at playtimes are also vigilant for bullying behaviour and can be approached by children for assistance.

- There is an Anti-bullying focus action group that is made up of pupils who have either been 'bullied' or exhibited 'bullying behaviours'. This gives valuable insights into practical ways we can improve our school and systems further and ensures all pupils are vigilant to any instances and able to act appropriately in reporting concerns to an adult.
- The trained school mediators and buddies have a vital role in supporting and resolving any worries or concerns from their peers.
- Pupils are consulted termly on their views through class council meetings which is fed back to the focus group.

### **By Staff:**

Any form of bullying whether physical, verbal, sexual or racial will be dealt with in the same way. All staff are trained in anti-bullying awareness which is up-dated regularly. Support staff and Lunchtime Supervisors will report incidents to the class teacher or Headteacher. **The Headteacher will be informed of all serious incidents.**

### **Staff will:**

- Encourage pupils to be open about and discuss incidents of bullying.
- Listen to and treat pupils sympathetically and take their concerns seriously
- Deal with any bullying as soon as it is reported
- Support all parties while issues are resolved.
- Ensure that bullies know:
  - ✓ What effect their actions are having
  - ✓ That their actions are not acceptable
  - ✓ Whether the Headteacher will be informed.
  - ✓ Whether the incident will be recorded
  - ✓ What sanctions will be administered to ensure that such behaviour is not repeated, for example:
- Asking children who bully to put themselves in the victim's position and write about their feelings.
- Raise awareness to the peer group about how bullying behaviour is not acceptable through an assembly or similar activity as a follow up
- Apology by the perpetrator to the victim (written or verbal)

- Other sanctions in line with the **Assertive Discipline and Positive Behaviour Management Policy**.

**Staff will also:**

- Involve pupils in discussion about what action will be taken and what they must do if bullying recurs.
- Record more serious level incidents and any frequently repeated minor ones on the **Concern Form and update CPOMs alerted relevant members of the Senior Leadership Team**.
- Monitor incidents.
- Ensure that all pupils follow the **Acceptable Use Policy** when using computers or other technology in school

**The Headteacher:**

- The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely.
- Ensures that all staff are trained to deal with incidents of bullying and are aware of agreed strategies.
- Ensures that all children know that bullying is wrong and it is unacceptable behaviour.
- Supports children who bully others and investigates any issues of concern that may lead a child to this behaviour.
- Is responsible for the investigation, recording, monitoring and review of all bullying incidents in school.
- Supports the class teacher in dealing with bullying incidents.
- Investigates more serious incidents.
- Informs parents and holds reviews with them on a regular basis.
- Keeps abreast of current strategies and "best practice."
- Liaises with outside agencies and other schools.
- Ensures that sensitive issues are dealt with carefully including dealing with parents and SEN incidents.

**Parents:**

If you suspect or have reason to believe that your child is being bullied, or your child is showing a number of characteristics of bullying behaviour:

- Parents are expected to support the school in its values, aims and work to prevent and respond to bullying.
- Talk to your child about what is happening. Be calm; show sensitivity and concern and re-assure your child that he or she is not to blame.
- Keep evidence if appropriate - a diary of what happened or taking screenshots of any online incidents.

- If your child says that they are worried about being with certain people in certain places, take this seriously.
- Parents who have reason to believe that their child is being bullied, are encouraged to contact any member of staff or the governing body at the earliest opportunity. Any issues will be confidential.
- Maintain contact and work in partnership with the school.
- Parents of bullied children and alleged bullies will be informed of the action the school will take and will be informed of progress where appropriate.

### **More information**

Useful information can be accessed:

Viva Anti-bullying services used by St Mary's Catholic Primary School

[www.bullyinterventiongroup.co.uk](http://www.bullyinterventiongroup.co.uk)

[www.bullyingonline.co.uk](http://www.bullyingonline.co.uk)

[www.childline.org.uk](http://www.childline.org.uk)

### **Reporting**

Bullying incidents will be reported on a confidential Concern Form completed by the Headteacher; this will be transferred electronically to the school CPOMs system.

An assessment of the incident will be made and the situation will be monitored.

### **Confidentiality**

Due to the sensitive nature of all bullying concerns, confidentiality will be paramount.

### **Complaints**

If you are unhappy with the way a case has been handled, complaints should be made in accordance with the *General School Complaints Procedure*, available from the School Office.

### **Policy**

This policy was approved by the Governing Body and will be reviewed annually by the Governing Body. Child Friendly guidelines are currently being produced by the pupils on the Anti-bullying Focus Group.

This policy does not work in isolation and is part of the wider work of the whole school development plan under the section 'Behaviour, Safety and Personal Welfare' with 'Safeguarding' at the centre of our work in school. It is implicit in school life as part of the 'Behaviour Policy' that underpins our school code of conduct. It also links to our 'Equality and Inclusion Policies' with our vulnerable children and other significant groups represented through pupil voice in our focus group. There is a direct link to our 'e-Safety'

policy which is regularly focused on in class through cyber bullying and online safety curriculum work and is fundamental in 'Child Protection'.

**Monitoring and Reviewing**

This policy will be reviewed on an annual basis.

This policy was reviewed by *Governors* on: November 10th 2022.

Signed:

Name: ..... (Headteacher)      Date: .....

Name: ..... (Chair of Governors)      Date: .....

**CONFIDENTIAL**

**St Mary's Catholic Primary School - Blackhill:  
ANTI-BULLYING CONCERN FORM**

<b>Date of Incident</b>	
<b>Where did incident occur</b>	
<b>Who was involved</b>	
<b>What happened</b>	
<b>Action taken</b>	
<b>Follow-up</b>	
<b>Staff members involved</b>	
	<b>Date of Involvement:</b>
<b>Parent(s) Informed of Incident</b>	
	<b>Date Informed:</b>
<b>Date to be Reviewed</b>	

**Signature:**

**Date:**