

# ST PAUL'S CATHOLIC PRIMARY AND NURSERY SCHOOL

Our school is a place of learning  
A place of love

## Anti-Bullying Policy

St Paul's Catholic Primary School defines the term 'bullying' as deliberate hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. However, occasionally there can be single incidents which constitute bullying because of fear and intimidation.

Bullying can be:

- Emotional; (e.g. excluding someone, tormenting)
- Physical (e.g. hitting, kicking, theft)
- Racist\* (e.g. racial taunts, graffiti, gestures)
- Sexist (e.g., unwanted physical contact, sexually abusive comments)
- Homophobic (because of or focusing on the issue of sexuality)
- Verbal (e.g. name calling, teasing)
- Cyber (all internet areas e.g. e mails, social media websites)
- Indirect (e.g. spreading rumours, excluding someone from social groups).

Racist bullying is defined as 'any incident which is perceived to be racist by the victim or another person'.

In child speak bullying is:

'People doing nasty or unkind things to you on purpose, more than once, which is difficult to stop.' (Safe to Learn, DCSF 2007).

Not all incidents of hurtful behaviour, conflict or falling out are bullying (see definition of bullying). However, all incidents will be dealt with by staff to ensure that pupils are able to resolve conflict, forgive and develop strategies to deal with issues.

### **Aims**

- To ensure that children learn in a supportive caring and safe environment without fear of being bullied.
- To help children understand that bullying is anti social behaviour and affects everyone.
- To help children understand that bullying is unacceptable and will not be tolerated.
- To make staff aware of their role in fostering the knowledge and attitudes required to achieve these aims.

### **Procedure and Implementation:**

#### **School:**

The school recognises that speed of response is important and wherever possible incidents will be resolved quickly. However, some incidents will take longer to

investigate. The school will take the time necessary to respond to and resolve incidents appropriately, while ensuring the safety of the child who feels bullied.

The following steps may be taken when dealing with an incident:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Deputy Headteacher
- The Deputy headteacher will interview all concerned, record the incident and discuss the matter with the Headteacher (Appendix 1 and 2)
- Appropriate staff will be kept informed, with information being passed on a 'need to know basis'
- Parents will be informed after the incident has been investigated
- Punitive measures will be used as appropriate.

### **Pupils:**

Who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff
- Being reassured
- Being offered continuous support
- Actions focusing on restoring self-esteem and confidence.
- The school working with parents to offer joint support

Who have bullied will be helped by:

- Discussing what happened
- Discovering why the child became involved
- Establishing the wrong doing and need for change
- Informing parents to help change the attitude of the pupil.

### **The following disciplinary steps may be taken:**

- Official warnings to cease offending
- Loss of playtime/child initiated play opportunities
- Exclusion from certain areas of the school premises – removal from playground
- Letter of apology regarding the incident
- Involvement of external agencies (Behaviour Support Team)
- Fixed term exclusion (lunch-time, part or whole day)
- Permanent exclusion.

### **Strategies to prevent bullying**

**The school will promote an anti-bullying ethos through:**

- Displaying material around the school by a variety of means (posters, websites etc.)
- Providing information on policy and practice to parents/carers, staff and visitors
- Teaching pupils how to raise their concerns and how to help each other respond assertively to bullying
- Using curriculum opportunities to address the issues (e.g. PSHE, RE, Circle Time, Assemblies)
- Making sure all staff (teachers, teaching assistants, midday supervisors) are trained to model appropriate behaviour and challenge bullying according to school guidance.

## **Responsibilities:**

### **The Headteacher:**

- To ensure that staff and parents have knowledge of the Anti-Bullying Policy, and that the policy is implemented effectively
- To ensure that staff are given sufficient training, so that they can teach effectively and handle any difficult issues with sensitivity
- To liaise with external agencies
- To report to governors, when requested, on the effectiveness of the policy.

### **The Governors:**

- To set down the general guidelines on Anti-Bullying education
- To support the Headteacher in following these guidelines
- To liaise with the LA, health organisations and parents so that the school's policy is in line with the best advice available.

### **The Parents/Carers:**

- The school will continue to build a positive and supporting relationship with parents/carers and inform them about the Anti-Bullying Policy and practice so that parents/carers can support the key messages being given to children at school.

### **Pupils:**

- To take responsibility for seeking support from an adult immediately when they observe or experience bullying
- To ensure that they do not participate in any act of bullying initiated by another child.

## **Monitoring and Evaluation:**

- The Headteacher, Deputy Headteacher and SLT will monitor any bullying incidents
- All staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with the school policy
- All incidents of bullying will be recorded using Form 1 and Form 2. (See Appendix 1 and 2)

## **Equal Opportunities**

All aspects of the Anti-Bullying Policy apply to all members of the school community regardless of ability, gender or race.

## **Review Procedure**

- There will be an on-going opportunity for staff to discuss with the Headteacher any issues of anti-bullying education that concerns them.
- There will be opportunities to reflect upon the teaching and learning of anti-bullying education during the course of the school year.
- A more detailed review will take place if:
  - A new approach to Anti-Bullying is adopted
  - Anti-Bullying becomes a major priority of the School development Plan
  - There are several staff changes
  - The National Curriculum or DfE change the orders or guidance in any way.

**Conclusion**

The high behaviour expectations we have of pupils should be reinforced by all members of staff.

When pupils are reprimanded they should know that it is their behaviour that is being criticised, not themselves. They should not feel humiliated or diminished. Forgiveness is given a high profile and a 'new start' given every encouragement.

Written: May 2015

Agreed by Governors: May 2015

Review: May 2016