

ST. PATRICK'S CATHOLIC PRIMARY SCHOOL



*Christ with me wherever I go,
Christ around, above, below.*

ANTI-BULLYING POLICY

Next review March 2020

Print Name..... (Chair of Governors)

Signature.....

Date.....

St. Patrick's Catholic Primary School, together with home, parish and local communities, works to maintain a happy, secure, stimulating and welcoming environment, enhancing children's learning and celebrating the achievement of everyone. We achieve this through living the gospel values based on acceptance, affirmation, love and respect.

We seek to recognise, develop and celebrate all that makes us fully human through an ever deepening relationship with God and each other, firmly rooted in the teaching of Jesus Christ and nourished through prayer and worship.

We value co-operation, openness and trust, leading to the growth of confidence, appreciation of all our gifts, culminating in a sense of self-worth, responsibility and true belonging.

In the spirit of equality, we will strive to help all children achieve their full potential, working towards excellence as an expression of personal dignity and fulfilment.

St. Patrick's School is committed to an anti-bullying stance. Our Anti-bullying policy challenges bullying behaviour because we want our pupils to be safe, happy and able to learn.

Policy Statement

This Policy is written with reference to current government guidance on Preventing and Tackling Bullying (DfE JULY 2017)

Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school
- Helping pupils and adults towards an understanding of what is right and wrong
- Supporting everyone in forming good relationships with adults and peers.

Bullying of any kind is unacceptable at this school.

We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear. This involves including and engaging everyone's perception of bullying. If bullying does occur, all pupils and adults should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. **We use STOP (start telling other people) so everyone knows they will be listened to and taken seriously.**

Our agreed definition of bullying is...

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

(Preventing and Tackling Bullying, DfE July 2017)

It is different from falling out with friends, playing unkind jokes and pranks and getting into arguments, which are part of occasional friendship breakdowns, and where normal social skills can rebuild the relationship. A simple way of expressing our definition of bullying is **Several Times On Purpose (S.T.O.P)**. Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is conscious and wilful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms – both physical and non-physical, either in combination or in isolation.

Bullying can be:

- Emotional** e.g. being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), being bossed, hurting people's feelings, being nasty, mean, blackmailing
- Physical** e.g. pushing, kicking, hitting, punching or any use of violence, pushing people around
- Sexual** e.g. unwanted physical contact or sexually abusive comments
- Gender** e.g. harassment
- Verbal** e.g. name-calling, sarcasm, spreading rumours, teasing, being cheeky and/or bullying by a third party
- Cyber** e.g. all areas of internet such as email and internet chat room misuse, mobile threats by text messaging/calls and misuse of associated technology, i.e. camera and video facilities
- Homophobic** e.g. because of, or focusing on the issue of sexuality
- Material** e.g. taking belongings, extortion
- Discriminatory** e.g. racial, religious, SEN or disability, taunts or gestures

Other concerns, that might not necessarily easily fit into these headings, will be taken seriously.

A child may indicate by signs or behaviour that they are being bullied. The following list is not exhaustive but if you are concerned that someone may be threatening or bullying your child and/or become aware of any of the following, you may wish to raise the issue of bullying with your child and/or school:

- Be frightened of walking to or from school
- Be unwilling to go to school
- Feigning an illness
- Unwilling to go into school/classroom (clings to you) on several occasions
- Standards in school work drops
- Come home regularly with clothes or possessions destroyed/broken
- Become distressed, stop eating
- Cry themselves to sleep
- Have unexplained bruises and/or scratches
- Have their possessions go 'missing'
- Ask for money or begin stealing money (to pay the bully)
- Refuse to say what's wrong
- Give improbable excuses to explain any of the above

St Patrick's Primary School is aware of the possibility that the perpetrator may be an adult and will follow the local Child Protection procedures where this is the case.

From time to time, adults can behave inappropriately towards each other. If any adult within the school community feels that they are being treated inappropriately they must report this to the Headteacher or Chair of Governors immediately.

All children, staff and parents are aware that bullying can be summarised as **STOP** (several times on purpose) as a working definition. This is communicated to all through staff CPD (provided by INSET, the Diocese and independent companies where appropriate), by School Council, in our policy, newsletters, as part of the curriculum and websites.

Our Strategies for preventing bullying

1. The ethos of good behaviour is the key to success in preventing bullying from arising in the first place.

2. We have a Policy for PSHE and Citizenship and we follow the Statements to Live by which underpins everything and everyone at St. Patrick's Catholic Primary School.

The Anti-Bullying Policy captures all the strategies this school employs to ensure the social and emotional wellbeing of pupils. Also, the school's overall Behavioural Policy, which incorporates all types of anti-social behaviours, covers aspects pertinent to bullying. The three Policies need to be read in conjunction, so that the wealth of strategies put into practise for preventing bullying can be seen.

3. Here is a flavour of the strategies employed to help children work and behave co-operatively, in order to minimise the possibility of bullying taking place:

- Statement to Live by for the Week
- PSHE and Citizenship teaching programme
- The RE teaching programme
- Safeguarding/equal opportunities
- School Rules
- Overall Behaviour Policy
- Circle Time
- Persona Dolls
- SEAL
- School Council discussions
- Playground Routines and Spaces/high level supervision
- Friendship Week events
- Breakfast & After School Clubs
- Play Interaction
- Fun Time Interventions
- Peer Support Team
- After School Tuition
- WellComm
- SNAG (School Nutrition Action Group)

4. We also work with families to promote positive behaviours, in order to prevent any bullying on the way to and from school, and outside of school hours.

- Family support/Information to Parents
- Family Learning Workshops
- Community Police

Practice and Procedures

What we do to prevent bullying

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour (but **not** the pupil), and by being clear across the school that we follow school rules. All members of the school community are expected to report incidents of bullying.

1. Staff

Staff have a vital role to play as they are at the forefront of behaviour management in school. They promote the well-being of children and have the closest knowledge of those in their care.

We expect staff will:

- Build relationships involving mutual support, trust and respect.
- Provide children with a framework of behaviour including class rules which supports the whole school policy.
- Emphasise and behave in a respectful and caring manner to children and colleagues, to set a good tone and help create a positive atmosphere.
- Provide children with a good role model.
- Raise awareness of bullying through STOP, Statements to Live By, RE Curriculum, stories, role-play, theatrical performances, discussion, circle-time, peer support, school council, RE and Anti-bullying week.
- Through the Headteacher, keep the governing body well informed regarding issues concerning behaviour management.
- Provide a key staff member who is responsible for the monitoring of the policy.
- Lunchtime supervisors/Teaching Assistants are encouraged to be vigilant and react to any possible bullying situations and issues. Whenever possible, unless the weather is very unsuitable, a variety of playground equipment is available for children to keep them active and valuably occupied to prevent opportunities for bullying occurring.

2. Parents/Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school:

- Support us in helping meet our aims.
- Feel confident that everything is being done to make sure their child is happy and safe at school.
- Be informed about and fully involved in any aspect of their child's behaviour.
- Be informed about who can be contacted if they have any concerns about bullying.

3. Governors

We expect that governors will:

- Support the Headteacher and staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- Safeguarding Lead Governor to meet regularly with Headteacher.

Reporting

Children are encouraged to report incidents of bullying. It is also the responsibility of pupil bystanders, parents and other school staff to be aware of and report incidents of bullying. All incidents of bullying should be reported to a member of staff. Children can report incidents of bullying through one of the following ways:

- Tell someone such as a teacher, teaching assistant, parents, aunt, friend etc.
- Write it down and place in the 'STOP' box.
- Speak with an Anti-Bullying Champion in school.
- Speak with our Peer Support team.

Reacting to a specific incident

Recording

All incidents in or out-of-class should be recorded. Incidents clearly identified as bullying must be reported to a senior member of staff (Headteacher/Assistant Headteachers).

Parents (of both perpetrator and person bullied) informed of what has happened, and how it has been dealt with. Records of discussions to be filed, minuted and recorded in SIMS or **CPOMS**.

Dealing with an incident

The school community is aware that when a bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted.

Whenever a bullying incident is reported, the school will go through a number of prearranged steps. These are:

- Make a record in SIMS or CPOMS of all incidents.
- Incident is reported to the class teacher. Dinner and playtime supervisors will have recorded any bullying incidents in the 'incident book' and the exact details will be shared with the class teacher. These books are kept in all classrooms and will be analysed frequently.
- The class teacher will then...
 - a. Talk through the incident with the victim and perpetrator
 - b. Help the victim and perpetrator to express their feelings
 - c. Talk about which rule(s) has / have been broken
 - d. Discuss strategies for making amends
 - e. On-going checks that all is well and that they feel happy and safe at school once more

Punishments will be tailored to age of child and circumstances. Details of punishments may be confidential but could include:

- Time away from an activity within the classroom
- Time out from the classroom
- Missing break or another activity
- At some point a genuine apology directly to their victim

In cases of more serious bullying punishments may include:

- Formal letter home from the Headteacher expressing concerns, where the pattern of behaviour continues
- Meeting with staff, parent and child
- Governors will be informed by Headteacher
- If necessary and appropriate, police will be consulted by the Headteacher

In serious cases of bullying, suspension or even exclusion will be considered by the Headteacher with the governors and LEA. Parents have the right of appeal to the Governing body against any decision to exclude their child.

- After the incident/incidents have been investigated and dealt with, each case will be monitored by Class Teacher and SMT to ensure repeated bullying does not take place.

Parents (of both the victim and perpetrator) are informed of what has happened and how it has been dealt with. Records of these discussions to be minuted and filed. Failing face-to-face discussion, parents/carers will be informed of any incidents by letter.

Child Protection procedures should always be followed when concerns arise.

How we help perpetrators to change behaviour

- As we do not tolerate bullying the immediate response is to communicate that the actions are wrong.
- If there is an admission of bullying then the adult can work with the child to take responsibility for their actions, apologise and work out a positive follow up with the victim. It is useful to help the child see the others' point of view, "How would you feel if?"
- If there is defiance about the bullying or the perpetrator is unwilling to co-operate in dialogue, there cannot be an immediate resolving of behaviour. Then, the system of sanctions and rewards (as stated in the Behaviour Policy) for follow-up behaviour will be used. If there is a repetition of bullying behaviour, the disciplinary sanctions will be increased and reward targets set. There will be constant monitoring of behaviour so that the bullying does not continue unchecked.
- At some point there must be a genuine apology directly to their victim.

Sanctions and Rewards for the perpetrators of bullying

We have an individual, long term programme of varied sanctions and rewards. This helps to understand the anti-social behaviour and support the child and their family, as we seek to change this behaviour. The disciplinary measures will take into account the needs of these vulnerable children and their families, as well as the severity of the bullying. The Headteacher will make these decisions and may vary the school's response according to an individual situation.

Sanctions

Withdrawal of privileges especially playtime

Restriction of friendships

Time Out

Adult/pastoral support

Temporary exclusion

Parents informed

Police informed if appropriate

Rewards

Commendations for keeping the School Rules

Sticker Charts or similar

Class based rewards / Golden Time

Star of the week assembly

Friendship awards presented in the star of the week assembly.

Headteacher awards and Merits.

St Patrick's Catholic Primary School promotes high achievement and learning for life and seeks to enable all children to become independent, self-motivated and caring citizens.

Where a child is failing in this goal by bullying others, it is our aim to **help** not to **ostracise**.

A child who is a perpetrator of bullying may also be a victim. This differentiates between the person and the behaviour.

How and when we train our staff

All Staff at St. Patrick's Catholic Primary school are vital to the success of this policy and therefore training, and refreshment of training is essential. There will be a designated in service training session for everyone at least once every 3 years. In addition there will be regular meetings when issues can be addressed, reminders made and support given. Lunchtime Supervisors in particular, are trained and supported, as bullying incidents may occur during the lunchtime period. Peer support teams are in place and are trained to spot any incidents of bullying and report to the appropriate adult.

Any training should emphasise these procedures:

1. To see and ignore an incident therefore supports the bullying
2. To be vigilant for any bullying behaviour
3. To intervene every time bullying occurs, dealing with both victim and perpetrator
4. Praise constantly positive behaviours
5. Follow up – support the victim to prevent recurrence
6. Follow up – positive reminders to the perpetrator
7. Be careful not to bully the perpetrator. It must be emphasised at training sessions that awareness is needed on the issue of adult involvement in bullying

The responsible person for anti-bullying

The staff in our school who lead on anti-bullying issues are the Anti-Bullying Champions. We have an Anti-Bullying Champion in Foundation Stage and Key Stage 2. The children are aware of these adults and know they are approachable at any time.

Their responsibilities are:

- To be available daily for dialogue with Teaching Staff and Lunchtime Supervisors.
- To be available to support the adult first dealing with the incident, if it is not easily sorted.
- To support the victim.
- To talk to the perpetrator about their behaviour.
- To ensure all follow through action is completed.
- To analyse patterns of unacceptable behaviour, and bullying.
- To promote a positive school ethos so that instances of bullying are kept to a minimum.

Monitoring

The effectiveness of anti-bullying at St. Patrick's Catholic Primary School can be measured by analysis records. Over time there should be a reduction in the overall number of incidents occurring and a reduction in the number of incidents committed by the same person. Any pattern becoming evident in the perpetrators or victims can then be addressed to ensure that there is commitment by everyone to the essence of this policy, that bullying will not be tolerated. Patterns will be seen on our new reporting **CPOMS** system.

Incidents of bullying outside the school's premises

Although schools are not directly responsible for bullying off the school premises, we would still encourage victims "not to suffer in silence". Actions the school could take, if deemed appropriate, include:

- talking to the local police about the problems within the Community
- talking to the Headteachers of the schools whose pupils are involved in bullying off the premises

Review of Policy

This policy was written in March 2018

It will be reviewed every 2 years.

Contacts for further help and advice

- Anti-Bullying Alliance

www.anti-bullyingalliance.org

This website provides information, support and advice from an alliance of the leading anti-bullying organisations and voluntary groups in England

- Beyond Bullying

www.beyondbullying.com

The website of Leicestershire County Council, Educational Psychology Service, Anti-Bullying Strategy Team

- Childline

www.childline.org.uk

Free 24hour telephone lines for children and young people: Telephone 0800 1111

- The Children's Legal Centre

www.childrenslegalcentre.com

Tel: 01206 872466 (Administration/publications)

Tel: 01206 874807 (Education Law and Advocacy Unit)

Education Law Advice Line: 0845 456 6811

- Leicester City Council Website

www.leicester.gov.uk

- Parentline Plus

www.parentlineplus.org.uk

www.besomeonetotell.org.uk

Tel: 0808 800 2222

- Kidscape advice line

08451 205 204 (10am-4pm weekdays)

- Abs Kids

www.abs-kids.co.uk

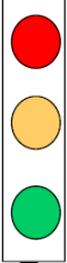
- Website run by a young person in Leicestershire

Keeping children safe in education...

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

Please see below for our child friendly leaflet for anti-bullying which our local authority provide for all the children in our school.

If you are being bullied:



DO

- Use eye contact and tell them to go away.
- Ignore them.
- Walk away.
- Act as though you don't care what they say or do.
- Remember it is **NOT** your fault and you are **NOT** alone.



DON'T

- Do what they say.
- Look upset or cry.
- Get angry.
- Hit them.





What should I do if I see someone else being bullied?

- Don't walk away and ignore the bullying.
- Let the bully know what is happening.
- Tell the bully to **S.T.O.P.** if it is safe to do so.
- Don't stay silent or the bullying will keep happening.

Leicester City Aims:

- We will all work together to **S.T.O.P.** bullying.
- We want to make all people feel safe and happy. Bullying can make people feel frightened and unhappy.
- To deal with bullying, we will help everyone:
 - To get on well together
 - Respect and understand each other
 - To believe that everyone has the right



Please contact
Education.Psychology@leicester.gov.uk
for more information.

**Leicester City Council
Anti-Bullying Strategy**



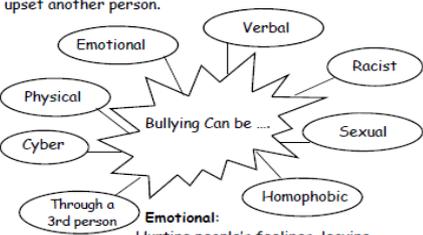
Child Friendly Anti-bullying Advice



What is bullying?

A bully is someone who hurts someone deliberately, by using behaviour which is meant to hurt, frighten or upset another person.





Emotional: Hurting people's feelings, leaving you out, being bossed about.

Physical: Punching, kicking, spitting, hitting, pushing.

Homophobic: Calling you gay or lesbian.

Through a 3rd person: Sending a friend with horrid messages.

Verbal: Being teased, name calling, hand signs

Racist: Graffiti, calling you racist names.

Sexual: Rude comments, touching you when you don't like it.

Cyber: texts, e-mail.

Leicester Anti-bullying Strategy

Bullying is likely to be...



S EVERAL

T IMES

N

D URPOSE



What you can do to help

You should always treat bullying seriously.

Try to find a way to make it **S.T.O.P.** so that you can feel safe and happy in life.



Who can I tell?



A HELPING HAND

What should I do if I am bullied:



S TART

T ELLING

O THER

D EOPLE

