


St. Patrick's Catholic Voluntary Academy



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

ANTI-BULLYING POLICY

This policy was adopted by The Governing Body of St. Patrick's Catholic Voluntary Academy		
Date: 16.1.23	Signed:  Dirk George (Chair of Governors)	To be reviewed: January 2025 (and following any concerns and/or updates to national/local guidance or procedures)

Key Contact Personnel

Mrs Charlotte Lynch – Headteacher
Mrs Birtwisle – KS2

Mrs Agbanusi – KS1/FS
Dirk George – Named Governor

Mission Statement

St. Patrick's Catholic Voluntary Academy, 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 Catholic Voluntary Academy 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.

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Christ around, above, below.*

Policy Statement

This Policy is written with reference to current government guidance on Preventing and Tackling Bullying (DfE JULY 2017) and should be read in conjunction with our (Positive) Behaviour Policy.

Our Anti-Bullying Policy supports our Mission Statement 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 believes that bullying is taking place is encouraged to tell a member of staff. **Our pupils are familiar with the term STOP - Several Times On Purpose: as a definition of bullying and Start Telling Other People: as a simple instruction for the children to follow.** All staff and pupils are aware that bullying takes many forms and can happen in any school, including ours.

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)

Anti-Bullying Alliance defines bullying as:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”.

Bullying 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 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:

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|---------------------------|---|
| 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. |
| Verbal or gestures | e.g. name-calling, sarcasm, spreading rumours, teasing, being cheeky. |

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 and calls. Misuse of associated technology, i.e. camera and video facilities. |
| Material | e.g. taking belongings, extortion. |
| Discriminatory | involving different prejudice around race, religion, SEN or disability, sexuality or gender identity. |

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:

- Frightened of walking to or from school
- 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
- Comes home regularly with clothes or possessions destroyed/broken

- Becoming distressed, stop eating
- Crying themselves to sleep
- Having unexplained bruises and/or scratches
- Having their possessions go 'missing'
- Asking for money or beginning to steal money (to pay the bully)
- Refusing to say what's wrong
- Giving improbable excuses to explain any of the above

Adult Bullying:

St. Patrick's Catholic Voluntary Academy 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 carers 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), 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. Children are regularly reminded of our school rules (in accordance with our (Positive) Behaviour Policy) **Ready, Safe, Kind**.



2. We have a Policy for PSHE and Citizenship and we follow the Virtues to Live By which underpins everything and everyone at St. Patrick's Catholic Voluntary Academy. We use the Jigsaw scheme of work for the discreet teaching of PSHE throughout the school.

Our Anti-Bullying Policy captures the strategies our school employs to ensure the social and emotional wellbeing of pupils. Also, the school's (Positive) Behaviour Policy, which incorporates all types of anti-social behaviours, covers aspects pertinent to bullying. These policies should to be read in conjunction, so that the wealth of strategies put into practise for preventing bullying can be seen.

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

- Virtues to Live By
- PSHE (Jigsaw) and Citizenship teaching programme
- The RE teaching programme (Come and See)
- Safeguarding/equal opportunities
- School Rules (**Ready, Safe, Kind**)

- (Positive) Behaviour Policy
- Playground Routines and Spaces/high level supervision
- Anti-Bullying Week events
- After-school Clubs
- Play Interaction
- Fun Time Interventions
- Peer Support Team
- After-School Tuition
- WellComm Communication Programme
- SNAG (School Nutrition Action Group)
- ECO Team

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

- Family support/Information to Carers and referrals to *Early Help* if appropriate.
- 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 it is the unacceptable behaviour that is disapproved of **not** the pupil, and by being clear across the school that we follow school rules (**Ready, Safe, Kind**). 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, Virtues to Live By, RE Curriculum (Come and See), PSHE (Jigsaw), stories, role-play, theatrical performances, discussion, circle-time, peer support, RE and Anti-Bullying week.
- Through our 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 the 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

Reporting is everyone's responsibility: pupil bystanders, carers and other school staff should be aware of and report all incidents of bullying to a member of staff. Children can report their concerns through one of the following ways:

- Tell someone such as teacher, Teaching Assistant, carer, relative, friend etc.
- Write it down and place in the 'STOP box'.
- Speak with an Anti-Bullying lead teacher in school.
- Speak with our Peer Support team.

Recording and Responding to an Incident

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

Whenever an incident is reported (that meets our definition of bullying) it is recorded on Arbor and then the school will go through a number of prearranged steps. These are:

- Incident is reported to the Class Teacher, Headteacher and carers.
- In accordance with our (Positive) Behaviour Policy, the Class Teacher will then...
 - a. Talk through the incident with perpetrator and victim: **reminding** them of our school rules (**Ready, Safe, Kind**); issuing a **warning**; allowing them some **thinking time** to reflect and giving the opportunity for **repair** in a follow-up session.
 - b. Help the perpetrator and victim to express their feelings.
 - c. Talk about which of our school rules (**Ready, Safe, Kind**) 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.

And if appropriate:

- Make a record on CPOMS of all incidents.

- DSLs will then review the incident.

Sanctions will be tailored to age of child and circumstances. Details of sanctions 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 sanctions may include:

- Formal letter home from the Headteacher expressing concerns, where the pattern of behaviour continues
- CPOMS report filed
- Meeting with staff, parent/carer 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 LA. Parents/carers have the right of appeal to the Governing body against any decision to exclude their child.

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

Parents/carers (of both perpetrator and person bullied) 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 (as stated in the (Positive) 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 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

Time Out

Adult/pastoral support

Temporary exclusion

Parents/carers informed

Police informed if appropriate

Positive reinforcement of appropriate behaviour

Commendations for keeping the School Rules (*Ready, Safe, Kind*).

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 Voluntary Academy 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 Voluntary Academy are vital to the success of this policy and therefore training, and refreshment of training, is essential. We have regular safeguarding training and key staff attend anti-bullying training ran by the Local Authority. 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 in safeguarding our pupils, 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 to report to the appropriate adult.

Staff training includes:

1. Understanding that to ignore an incident supports further bullying – vigilance is vital.
2. The importance of dialogue with both victim and perpetrator.
3. The need for positive reinforcement of appropriate or 'altered' behaviour.
5. Strategies to support 'follow up' – support the victim to prevent recurrence.
6. Strategies to support 'follow up' – positive reminders to the perpetrator.
7. An awareness of the need for the adult to support, and not behave negatively towards the perpetrator.

Anti-Bullying Leads

The people 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, bullying and prejudice incidents
- 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 Voluntary Academy can be measured by analysis of 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 identified on our school Management Information System, Arbor.

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 January 2023
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

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- 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


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- 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**




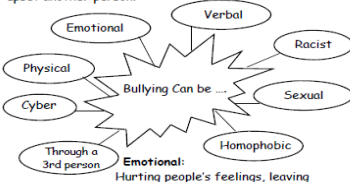
Child Friendly Anti-bullying Advice



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...

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SEVERAL
TIMES
IN
PURPOSE




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?



What should I do if I am bullied:

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TALK
TELL
ANYONE
ABOUT
IT

