



# **SAINT EDMUND'S AND SAINT THOMAS' CATHOLIC PRIMARY SCHOOL ANTI-BULLYING POLICY SEPTEMBER 2022**

## **Mission Statement**

"I have come that they should have life and have it to the full." John 10: 10

Inspired by the teachings of Christ, Saint Edmund's and Saint Thomas' Catholic Primary School encourages and guides our pupils and all our school community to have a strong sense of service, love and compassion. In this way, they are encouraged to develop a vision for what they want to achieve with a zest for living life to the full.

*Love Learn and Live like Jesus*

## **Who the Policy Applies to**

This policy was developed and is reviewed and monitored through consultation with the whole school community and applies to all members of that community. Members of the school community are:

- Pupils
- Teachers (both permanent and supply teachers, and specialist teachers e.g. for music, dance and drama)
- Teaching Assistants
- Office Staff
- Playground supervisors
- Canteen staff
- Caretakers
- Cleaners and all welfare staff
- Parents/carers
- School Governors

## **Aims & Objectives**

In line with the Equality Act 2010 it is essential that our school:

*Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act; Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations between people who share a protected characteristic and people who do not share it.*

At St. Edmund's and St. Thomas' Catholic Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is completely unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At St. Edmund's and St. Thomas' Catholic Primary School, we acknowledge that bullying does happen from time to time – it would unrealistic to claim that it does not.

When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that **anyone** who knows that bullying is happening is expected to tell the staff.

This policy should be read in conjunction with the school's behaviour, safeguarding and online use policies as these all relate to the zero tolerance of bullying of any kind in the school community.

## **What is bullying?**

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or through cyberspace (online texting and social networking).

## **Different types of bullying include:**

Bullying generally takes one of four forms:

- **Indirect** - being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- **Physical** - pushing, kicking, hitting, punching, slapping or any form of violence
- **Verbal** - name-calling, teasing, threats, sarcasm
- **Cyber** - All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging. Mobile threats by text messaging & calls  
Misuse of associated technology , i.e. camera and video facilities (see **appendix 4** for further definitions of cyber bullying)

Although not an exhaustive list, common examples of bullying include:

- Racial bullying
- Physical or sexual bullying
- Homophobic bullying
- Bullying based on disability, ability, gender, appearance or circumstance

All of the types of behaviour listed above are unacceptable and will not be tolerated at this school.

## **How we handle bullying at school**

When educating our pupils about bullying – all children will be told that bullying is wrong under any circumstance. Our children will be taught that bullying hurts and that no one deserves to be bullied. Everybody has the right to be treated with respect and pupils who are bullying need to learn about the impact of their actions and stop such an approach.

**See Appendix 1 – Definitions of bullying for KS1**

**See Appendix 2 – Definitions of bullying for KS2**

**See Appendix 3 – SEND flow chart of how we handle bullying – to be discussed with child where appropriate**

## **Standing up to bullying behaviour**

This school is committed to stopping bullying behaviour and to do this we need everybody's help. Here are the things that every member of the school community can expect from the school and the things that are expected from each member:

### **All pupils**

All of us find ourselves in vulnerable positions sometimes, e.g. when we start a new school new class, have a new experience in a social situation where we may have to choose. As part of the school community, we all have a responsibility to help combat bullying by supporting other pupils when they are vulnerable. Do not attempt to take sides or gang up against another pupil in a vulnerable position, try to help him/her feel less vulnerable. Do not join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself. And do not turn a blind eye to bullying or singling an individual out for unkind behaviour or mockery.

**Here's what to do if you know that another pupil is being bullied** (this could be a friend that you know really well, someone in one of your classes, or someone that you just see around the school and have never even spoken to; and the bullying could be happening at school, or on the way to and from school):

- Let a member of staff know about the bullying.
- Write down the details about the bullying if this helps you remember the event
- Find a quiet moment to speak to a member of staff. Members of staff are: teachers, teaching assistants, office staff and playground supervisors (dinner ladies).
- When you let staff know about bullying you can expect what you say to be taken seriously and that action will be taken to stop the bullying behaviour.

### **Pupils who are being bullied**

**If you are being bullied, you can expect that:**

- You will be listened to and taken seriously.

- Action will be taken to help you to stop the bullying.
- You will be involved in the process of deciding what action to take to help stop the bullying and any worries that you may have will be listened to and respected.
- You will be given the opportunity to talk about the way that the bullying has made you feel and to find strategies to deal with these feelings and to understand and cope with bullying behaviour. This means:
- Your teacher, head teacher and the member of staff in charge of the anti-bullying policy will be told about your situation so that they can help to support you.
- You will be given the chance to work with them to find strategies to deal with bullying and to talk about any feelings and worries that you may have.
- Your teacher let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you, too.
- You will be monitored to check that you have experienced no reoccurrence of a bullying episode

## **Pupils who are bullying**

Bullying behaviour has no place at this school.

### **If you are involved in bullying, you can expect that:**

- Your bullying behaviour will be challenged and stopped.
- You will be treated fairly.
- You will be given the opportunity to change your behaviour and encouraged and supported in doing so. This means:
- You will be expected to work with staff to look at the reasons that you have been bullying and to find and put into practice other ways of behaving.
- Your teacher will let your parent(s)/carer(s) know what is going on, and to offer them the chance to help support you in changing your behaviour.
- You will have regular meetings with staff to review your behaviour
- If you don't work at changing your behaviour then staff will have to take more serious action.

## **Staff**

All staff can expect to be advised and supported in dealing with bullying.

### **All staff will be expected to:**

- Promote an environment that is constructive and safe for all pupils through their own teaching practice and actions. Promote the anti-bullying message frequently
- Follow the procedures set out in this policy when they are dealing with bullying.
- Work in co-operation with colleagues, pupils, parents/carers, staff from other organisations in the local community and the school's board of governors to combat bullying.

- Ensure that welfare supervisors are vigilant and report bullying behaviour promptly to the class teacher. Bullying actions often take advantage of a change in supervision arrangements; ie at lunchtimes
- Record episodes of bullying on CPOMS including first response and actions

## **Parents and Carers**

All parents and carers can expect to be kept informed of the school's anti-bullying approach.

Staff will do their best to address any concerns that you may have about bullying; and you will be asked to co-operate with the school in supporting your child and promoting the message that bullying behaviour is not acceptable.

### **If your child is being bullied, you can expect that:**

- You and your child will be listened to and believed.
- Staff will ensure that you are involved in the process of supporting your child in dealing with the bullying.
- Staff will do their best to address any concerns you may have.

### **If your child is bullying another pupil, you can expect that:**

- You and your child will be listened to.
- Your child will be treated fairly.
- Your child will be expected to change his/her bullying behaviour and supported and encouraged in doing so by staff.

If you have any concerns that another child who attends the school (e.g. a friend of your child) may be experiencing bullying, please do not turn a blind eye but mention this to a member of staff.

## **Governors**

School Governors can expect to be kept up-to-date on the progress of the school's anti-bullying work, and to receive information regarding records of bullying and the school's approach.

### **School Governors will be expected to:**

- Give feedback on the monitoring and evaluation of the anti-bullying policy and practices in the school.
- Publicly support the school's anti-bullying message.

## **How we deal with Bullying**

The following steps may be taken by school when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear and precise account of the incident will be recorded and given to the anti-bullying leads Mr Loftus Ms Pritchard

- The anti-bullying leads Mr Loftus Ms Pritchard will share this information with the leadership group and class teacher (where appropriate)
- The anti-bullying leads will interview all concerned and will record the incident
- Teachers and other members of staff involved will be kept informed and if it persists the co-ordinator will discuss further with the SLT
- Parents will be kept informed
- Disciplinary measures will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, external agencies will be consulted.
- Regular meetings with staff will be arranged to review the victims experiences and to look at the improvement/change in behaviour of the child bullying

How the School Promotes the Anti Bullying Policy

\*Anti Bullying Week November

\* Assemblies PSHE Circle Times Visits from Local Authority Bully Busters Online Behaviour Letter to parents and other associated letters to parents.

## **APPENDIX 1**

### **Key Stage 1 children.**

**It is** bullying when anybody repeatedly;

- · deliberately causes physical harm to another on a continual basis
- · say they will hurt other people (threaten)
- · tease others unkindly
- · call people names
- · take other people's things, spoil or throw them away
- · say unkind things about others, whether true or not
- · prevent others from joining in their work or play group activities.

**It is not** bullying when people;

- · hurt others by accident
- · don't know other people want to join in
- · won't let other people have their own way
- · ask others to take their turn
- · want others to play by the rules
- · borrow or use others things without asking, especially if they do not know they are not for general use.

## **APPENDIX 2**

### **Key Stage 2 children.**

**It is** bullying when anybody repeatedly;

- deliberately physically harms others on a continual basis especially when it is recognised that an individual cannot or will not attempt to defend themselves
- tease others especially when the person being teased begins to feel unhappy about it
- call others names, especially when the names are about how people look; e.g. race, colour appearance, culture, gender, ethnic origin or any form of difference or disability
- threaten they will hurt others
- try to take people's possessions or money by force
- demand that others give them money or possessions
- force others to do things they know they should not do
- hurt others physically and repeatedly
- spoil, damage, take or throw away other people's belongings
- intentionally exclude others from play, groups, or other social activities deliberately
- exaggerate tales or spread rumours with the intention to harm to the person
- act maliciously towards others, openly or by stealth
- harass, undermine others with inappropriate physical or sexual comments
- make offensive remarks, hiss or otherwise show that they are intending to hurt or dominate others.
- Cyber bullying in its many forms (See appendix 4 for more details)

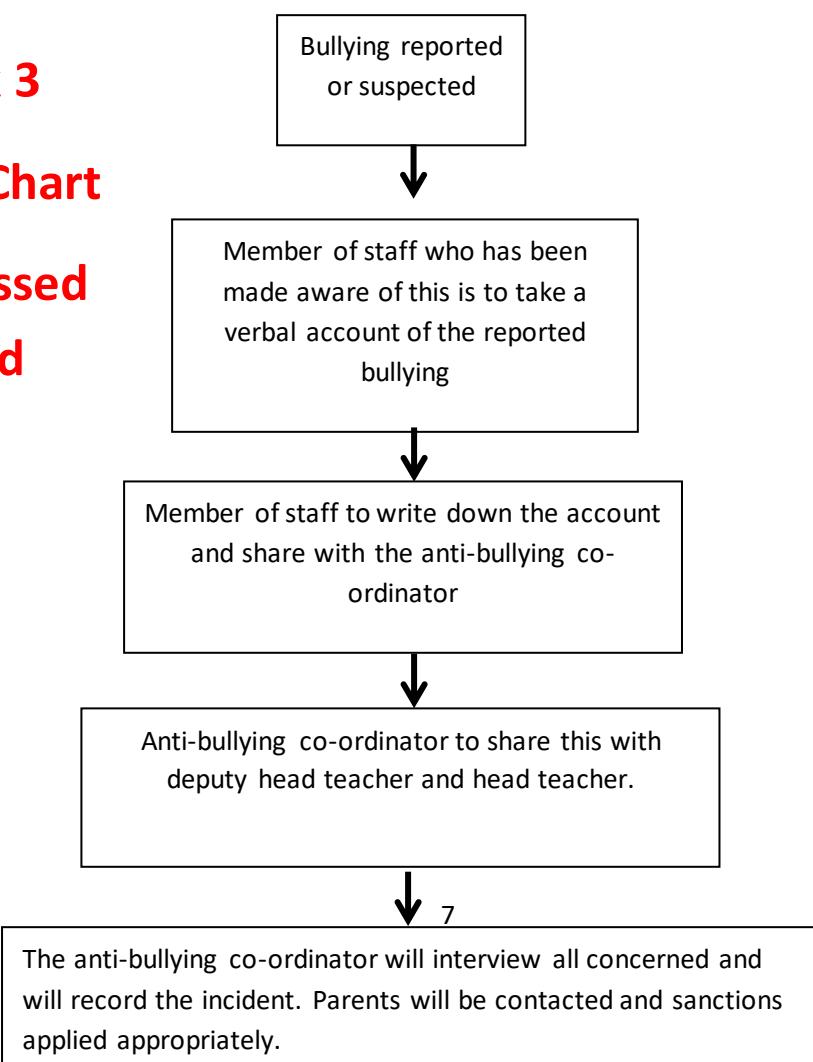
**It is not bullying when children;**

- ask if they can join in
- choose to play with other children
- borrow things and forget to return them
- fall out of friendships over a single point of disagreement
- hurt others accidentally
- give good reasons why others cannot be included in a group activity.
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## Appendix 3

### SEND Flow Chart

#### To be discussed with child



## **APPENDIX 4**

Cyberbullying is the use of technologies by an individual or by a group of people to deliberately and repeatedly upset someone else.

- Technology can be used to carry out a wide range of unacceptable or illegal behaviours.

Cyberbullying can include: – intimidation and threats – harassment and stalking – vilification/defamation – exclusion or peer rejection – impersonation – unauthorised publication of personal information or images – manipulation, sharing of indecent sexual images of others

Cyberbullying can affect all members of the school community. However, some of the research in this area indicates that some members of the community are disproportionately affected. Girls, learners with special education needs and disabilities, and learners identifying as gay, lesbian, bisexual or transgender are disproportionately affected by cyberbullying. Cyberbullying may relate to race, ethnicity or national origin, and religion and faith. All learners should feel safe and a part of their school community.

### **Types of cyber bullying**

#### **1. Harassment**

It involves the bully sending offensive and malicious messages to an individual or a group and is often repeated multiple times. Cyberstalking is one form of harassment that involves continual threatening and rude messages, and can lead to physical harassment in the real, offline world.

#### **2. Flaming**

Flaming is similar to harassment, but it refers to an online fight exchanged via emails, instant messaging or chat rooms. It is a type of public bullying that often directs harsh languages, or images to a specific person.

#### **3. Exclusion**

Exclusion is the act of intentionally singling out and leaving a person out from an online group such as chats and sites. The group then subsequently leave malicious comments and harass the one they singled out.

#### **4. Outing**

Outing is when a bully shares personal and private information, pictures, or videos about someone publicly. A person is “outed” when his information has been disseminated throughout the internet.

#### **5. Masquerading**

Masquerading is a situation where a bully creates a fake identity to harass someone anonymously. In addition to creating a fake identity, the bully can impersonate someone else to send malicious

messages to the victim. This can be done online and school will take action where this impacts on the school's expectations (see behaviour policy).

## **References**

### **School Policies:**

Behaviour Policy 2022

Child Protection and Safeguarding Policy 2022

Online Safety Policy 2022

### **Behaviour in Schools DFE 2022**

### **School Staff Autumn 2022**

### **Review Date Autumn 2025**