



ST EDMUND'S AND ST THOMAS' CATHOLIC PRIMARY SCHOOL
ANTI-BULLYING POLICY
FEBRUARY 2016

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 be 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.

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.

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
- 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 different ways of behaving.

See Appendix 1 – Definitions of bullying for KS1

See Appendix 2 – Definitions of bullying for KS2

See Appendix 3 – SEN 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/job/subject, if we are having problems at home, etc. As part of the school community, you have a responsibility to help combat bullying by supporting other pupils when they are vulnerable. Don't gang up against another pupil in a vulnerable position, try to help him/her feel less vulnerable. Don't join in with making fun of them, even if you don't feel able to challenge the bullying behaviour yourself. And don't turn a blind eye to bullying and victimisation.

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 and put it in one of the worry boxes around the school (who is being bullied, how they are being bullied, and when and where the bullying is happening/ happened; if you can, write down who is doing the bullying and also your name).
- Find a quiet moment to speak to a member of staff. Members of staff are: teachers, teaching assistants, office staff and playground supervisors.
- 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 have regular meetings with staff (e.g. every week for a month, a half-term, or a term) to make sure that the action taken to stop the bullying is really working and that you are happy with how things are going.

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.
- 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 (e.g. every week for a month, a half-term, or a term).
- 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 properly trained 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.
- 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.

Parents/carers

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

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 an annual report on anti-bullying work.

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 co-ordinator.
- The anti-bullying co-ordinator Mrs Farrell will share this information with the deputy head teacher and head teacher.
- The anti-bullying co-ordinator 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 (e.g. every week for a month, a half-term, or a term).

APPENDIX 1

Key Stage 1 children.

It **is** bullying when anybody repeatedly;

- · hurt others on purpose-especially hitting or kicking
- · say they will hurt other people
- · 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 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 hurt others time after time, especially when people are unable 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 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
- leave people out of play, groups, or other social activities deliberately
- exaggerate tales or spread rumours particularly when meaning harm to the person
- act maliciously towards others, openly or by stealth
- 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)

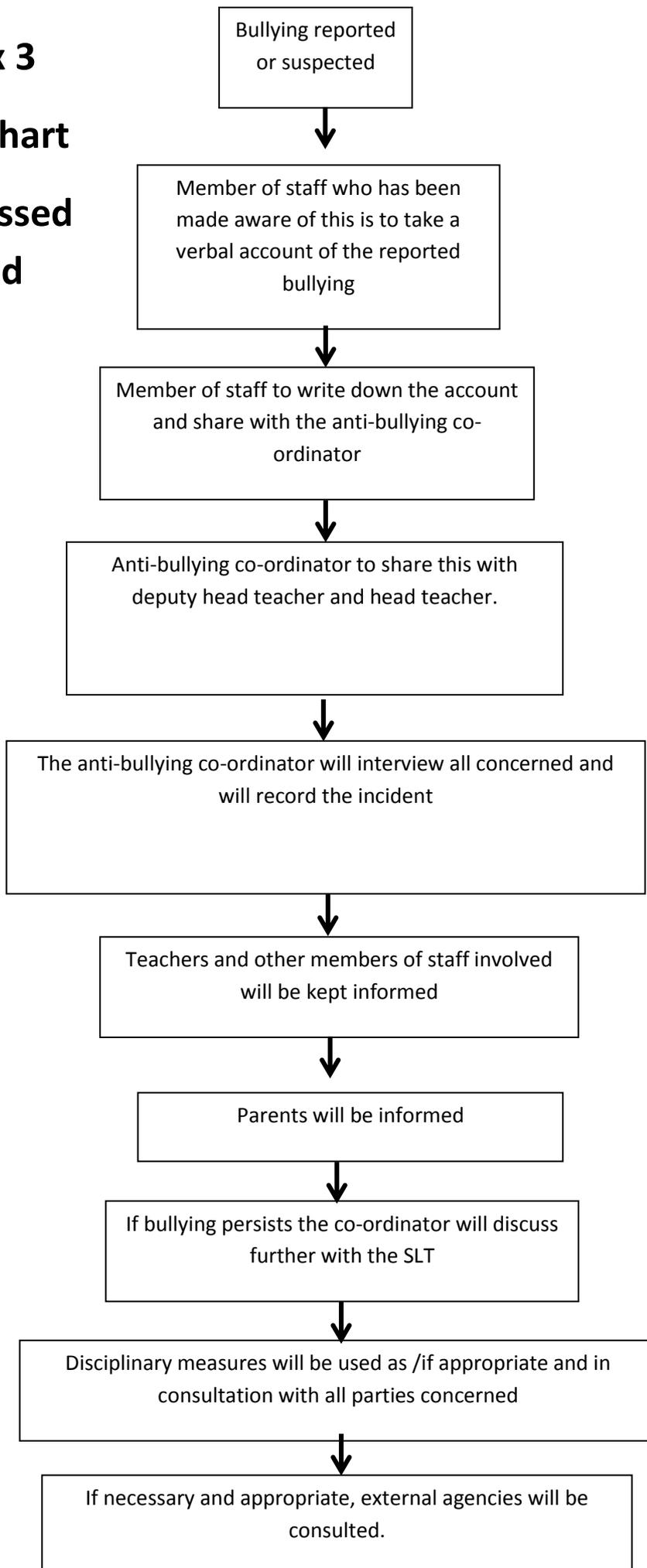
It **is not** bullying when people;

- ask if they can join in
- borrow things and forget to return them
- call people by a name they are happy with
- hurt others accidentally
- give good reasons why others cannot be included in a group activity.

Appendix 3

SEN Flow Chart

To be discussed
with child



APPENDIX 4

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.