

St Catherine's Catholic Primary School

Anti-bullying Policy September 2018

The staff at St Catherine's work closely together in order to live out our Mission Statement. We feel that by offering ourselves as good role models and by insisting on following the example of Christ we will encourage self-esteem, tolerance and respect amongst our pupils.

Our Mission

Our Mission is to behave in the way Jesus taught us. He said

I have set you an example, that you learn that you are all equal, the master is no more important than the servant, and that you should behave kindly and humbly towards each other.

Aims and Purpose of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

Bullying of any kind is unacceptable and will not be tolerated at St Catherine's. At our school the safety, welfare and well-being of all our pupils and staff is key priority. We take all incidents of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity are celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond into the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

Definition of Bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying – **S**everal **T**imes **O**n **P**urpose.

The nature of bullying can be:

Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.

Attacking Property – such as damaging, stealing or hiding someone's possessions.

Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.

Psychological – such as deliberately excluding or ignoring people

Cyber – such as using text, e mail or other social media to write or say hurtful things about someone.

Bullying can be based on any of the following things:

- Race or ethnicity (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender Identity (transphobic bullying)
- Special Educational Needs or disability
- Appearance or health conditions

No form of bullying will be tolerated and all incidents will be taken seriously.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Procedures for dealing with bullying

- Report bullying incidents to staff
- All staff in school listen to the incidents children report.
- All incidents of bullying or perceived bullying are recorded in a log.

- Parents of both the victim and the bully will be informed of the incident
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped
- Appropriate action is taken in accordance with the behaviour policy, please also see actions listed below.
- An attempt will be made to help the bully (bullies) change their behaviour
- If necessary and appropriate, police will be consulted
- The Headteacher monitors the log
- Incidents are reported (in figures) to the Governors on a termly basis and to the Local Authority on an annual basis

Outcomes

- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. If possible, the pupils will be reconciled
- We have a clear behaviour policy, which is based on positive reinforcement of good behaviour, encourages children to consider their rights and also their responsibilities, and clearly states high expectations and lists consequences of poor behaviour.
- The school works very hard on a daily basis to promote positive relationships in our community which has a very positive impact. This allows us to be pro-active rather than just reactive in dealing with bullying.
- Learning about bullying and related issues is built into our PSHE curriculum. All children cover focused work on bullying and as a school we have an Anti-Bullying Focus Week.
- Through assemblies and collective worship bullying, fairness and issues of social justice are addressed.
- Through our Religious Education pupils learn about respect, love and kindness. Maintaining and encouraging healthy social relationships form part of our daily routines.

For pupils who repeatedly bully, the following actions will be taken:

- Parents will be called to a meeting.
- The pupil will experience a withdrawal of playtimes
- The child will be excluded from school during lunchtime
- The Governors' Discipline Committee will be informed
- The school will involve outside agencies, e.g., the Police
- A Fixed Term exclusion
- As a last resort, a Permanent exclusion

Parental responsibilities

Parents can assist in combating bullying by not accepting bullying behaviour and by being positive role models. Parents should stress to children the importance of reporting to an adult when they think someone is being bullied.

- To support the school rules
- To keep school informed of any difficulties children are experiencing
- To support school in the sanctions it delivers
- Be positive about school in the presence and hearing of children
- Support reasonable requests and decisions taken by school
- Not automatically dismissing the suggestion that their own child could be involved in bullying another child and work positively with school to change the behaviour

Pupil Responsibilities

This policy is effectively enforced in our supportive school climate where children and staff have an understanding of bullying and expectations. The children and staff are expected to be responsible for their personal conduct and behaviour and support others by reporting concerns and promoting anti-bullying messages and positive citizenship.

- Respect and follow school rules
- Always seek to make a positive contribution to school life
- Report all incidents of bullying using procedures in place
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents where the victim may be afraid to report him/herself
- Refrain at all times from any behaviour which would constitute bullying or interpreted as bullying behaviour

Staff Responsibilities

- To be consistent
- To be fair and just
- To listen
- To record reported incidents following school procedures
- To investigate reported incidents following school procedures

Governor Responsibilities

- To monitor the implementation of school policy
- To insist upon the highest standards of behaviour

- To help make decisions on matters of serious or persistent bullying
- If appropriate, attend Governors' Discipline Committee meetings

Home School Agreement

All families sign a Home School agreement which is intended to guide and remind parents and children of our expectations about behaviour.

Evaluation Procedures

- All bullying incidents are logged and passed onto SLT to monitor
- Through pupil voice feelings about safety and bullying are shared
- The number of recorded incidents of bullying are monitored