



ANTI-BULLYING POLICY

The governing body and staff of the school are totally opposed to bullying, which is sustained, unprovoked and deliberately harmful behaviour over a period of time. We acknowledge that the psychological consequences can be very serious. It is recognised that all schools are likely to have a problem with bullying at some time. Bullying may be physical, verbal (emotional) including 'banter', indirect – through spreading rumours or social exclusion; cyber bullying achieved through the misuse of mobile phones (text messages and photographs), emails, Internet chat rooms and social websites. Bullying is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disabilities or because a child is adopted or a carer.

'Leading by example we teach children to respect themselves and each other as unique and equally valuable members of God's universal family.' (Mission Statement)

Aims

- To provide a safe environment where children can be happy and feel secure
- To minimise opportunities when bullying might occur
- To alleviate the situation for the victim
- To raise children's awareness of bullying, what constitutes bullying and how they should respond to it, whether as victims or witnesses, through the curriculum - PSHE, RE lessons, class liturgies and assemblies, projects, drama, stories, literature, historical events, current affairs
- Through Focus on Friendship Fortnight encourage a climate of good behaviour and mutual respect
- To provide a consistent response by the school to any bullying incidents that may take place
- To provide opportunities for staff training to further raise awareness and reduce risk

Implementation

- Pupils will be supervised at all times
- Two members of staff on duty at playtimes will circulate to ensure that all areas of the playground are supervised paying particular attention to areas where it is recognised children believe they are least visible.
- We will provide the children with equipment to occupy them during lunchtime play and during wet (indoor) play
- The school will encourage pupils to report any incidents of bullying to a member of staff. They will be allowed to bring a friend with them if they wish.
- We will listen carefully to children's complaints and taking them seriously
- We will avoid making judgements and listen to all accounts of the incidents, allowing children to talk without issuing leading questions

- We will offer help, advice and support to the victim and offering a choice of ways of improving the situation
- We recognise that the bully will also need help, support and advice to improve and to understand that such behaviour is always unacceptable
- We will endeavour to facilitate a reconciliation between the parties involved, adopting a problem solving approach that encourages pupils to find solutions
- We will make regular follow up checks to ensure that bullying has not resumed
- If an incident of bullying is reported by a parent, the Head Teacher will deal with the incident in accordance with our policy and report back to the parent.

Possible indicators

- A child who is withdrawn or anxious
- Shows a deterioration in his/her work
- Poor attendance
- Unexplained illnesses
- Prefers the company of adults

Advice to staff

Do not ask leading questions but let the child tell you

- The nature of the incident
- The frequency
- Who was involved
- Where it took place
- Who witnessed it
- What happened prior to and following the incident
- What action, if any, has already been taken
- Reports of bullying must be recorded and reported to the Head Teacher so that patterns may be monitored.

Advice to pupils

The school will advise pupils who are caught up in incidents of bullying

- To stay calm and try to look confident
- To be firm and clear and tell the bully to stop
- To get away from the situation to a safe place
- To tell an adult what has happened immediately

Dealing with serious and persistent bullying

If bullying persists the school will seek the support of parents and the bully may be

- Removed from the group
- Lose privileges eg loss of playtime activities
- Isolated at lunch and playtimes
- Excluded from participating in a school trip or sports event where it does not form an essential part of the curriculum
- Sent home at lunchtimes
- Be excluded for a fixed period

If it is considered appropriate and with the agreement of the parents, the help of an outside agency eg Educational Psychologist, may be sought.

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault

- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- hate crimes

A bullying incident should be treated as a child protection concern when there is reasonable cause to believe that a child is suffering or likely to suffer significant harm. In such cases the school's Safeguarding and Child Protection procedures must be followed.

School year 2016-17 Incidences of serious bullying NIL

Reviewed Jan 2017