

Our Lady of Perpetual Succour Catholic Primary Academy

ANTI-BULLYING POLICY



THE MISSION OF OUR SCHOOL IS TO:

Learn to Love, Love to Learn

Reviewed by Staff and Governors – Spring 2021
Next review – Spring 2023

STATEMENT OF INTENT

Our Lady of Perpetual Succour Catholic Primary Academy is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a happy and secure environment.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils 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* (children, staff, parents) who knows that bullying is happening is expected to tell the staff.

...Pupils felt that bullying did not really happen but, if it did, an adult would deal with it quickly. Pupils feel safe... (OFSTED Nov 2019)

WHAT IS BULLYING?

At Our Lady's school we see bullying as:-

- A systematic and extended victimisation of a person or group by another or group of others
- When a child is repeatedly singled out to be 'picked on' either physically or verbally
- Where the actions are deliberate and regular over a period of time
- When the focus is on one child
- When the intention is to hurt, isolate or humiliate an individual
- When the actions are designed to be kept secret
- When the actions are unprovoked

We do not consider bullying to be:-

- An isolated incident
- A falling out
- A 'one off' disagreement
- Disruptive behaviour.

We see bullying as a shared problem. We encourage all members of our school community to recognise bullying, acknowledge its unacceptability and report it.

Bullying can be:

- Emotional; being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical; pushing, kicking, hitting, punching or any use of violence including damage to personal belongings
- Racist; racial taunts, graffiti, gestures
- Sexual; unwanted physical contact or sexually abusive comments
- Homophobic; because of, or focussing on the issue of sexuality
- Verbal; name-calling, sarcasm, spreading rumours, teasing, threats, insults
- Cyber; all areas of the internet, such as email, instant messaging & internet social networking misuse. Mobile technology, such as threats by text messaging and calls. Misuse of associated technology, such as cameras, video facilities and gaming consoles.

AIMS AND OBJECTIVES

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school

PREVENTION – Stopping bullying happening

It is the responsibility of all within the school to maintain the ethos and behaviour rules which have been agreed. **Pupils need good models from adults**, from which they may develop their own self-discipline. We are committed to:

- Focusing on what is going well,
- Giving plenty of praise (but avoid overdoing this – it needs to keep its value),
- Making clear that it is the behaviour we do not want – not the child,
- Drawing attention to good behaviour,
- Giving clear and regular reminders of what is expected,
- Teaching good behaviour / manners through own conduct,
- Setting an example ourselves, in dress, manner, courtesy and care.

Similarly, we expect all adults to treat one another with respect so that appropriate models of behaviour are recognised by the children. If an adult feels bullied by another: parent, staff member, governor or member of the wider Trust, this should be immediately reported to the Headteacher, or if in relation to the Headteacher – the Chair of Governors.

Strategies for preventing bullying include:

1. All staff will make pupils aware of the problems that can be caused by bullying.

This is to be achieved through:

- whole class discussion,
- group discussions and,
- talking to individuals.

2. The theme of bullying is integrated into the PSHE and RE Curriculum.

3. A regular themed week takes place each year to highlight the effects of bullying (Anti-Bully Week).

4. All accessible areas of the school, such as cloakrooms, are supervised at the start and end of each day and at the start and end of break times so as to minimise the possibility of bullying occurring.

5. Class rules are established at the beginning of the school year which promote positive behaviour and agree class expectations. These rules are regularly referred to throughout the year.

6. Cyber-bullying is discouraged through e-safety training and our e-safety policies. Children are not allowed to be in possession of mobile phones during the school day.

STRATEGIES FOR DEALING WITH BULLYING – Keeping Children Safe

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all pupils to come to school, feel safe and enjoy a happy and secure environment. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated.

1. All staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying.

If bullying does occur,

- Pupils are encouraged to find the help of an adult they trust and to stay where there are plenty of other pupils about and where an adult can see them.
- In the first instance, staff will deal with incidents of bullying in the classroom and then report instances of bullying to the Senior Leadership Team who will take action where deemed necessary. This may include discussing with the whole staff or an individual teacher, establishing additional strategies to overcome the difficulties caused by bullying and discussing with those pupils involved within a peer group support approach.

2. Pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against our school's mission and the school rules.

3. Pupils who have bullied need to know that these actions are not tolerated and should find ways to make amends through negotiation and discussion with the staff of the school.

If bullying persists:

- The bully, or groups of bullies, will be withdrawn from the playground or classroom for a period of time and their parents will be informed of the action that has been taken.
- Parents of the child being bullied will be informed.
- Their behaviour will be monitored for a period of time so as to enable the school

and home to work together to overcome problems.

- If bullying persists, further sanctions will incur, and support and prevention strategies will be put into place.
- Ultimately, an exclusion from school may be given if the bullying behaviour does not stop – in line with the school's exclusions policy.

THE ROLE OF GOVERNORS

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying (in line with the school's complaints procedure). In all cases, the governing body notifies the Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

THE ROLE OF THE HEADTEACHER

It is the responsibility of the Headteacher to implement the school anti-bullying policy and to ensure that all staff (both teaching and non-teaching) are aware of it and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments, for example within school assemblies and collective worship.

The Head Teacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

THE ROLE OF SCHOOL STAFF

Adults in school attempt to support all children in their classes and strive to always establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Adults must be careful not to label a child as a 'bully' because of disruptive behaviours

or behavioural difficulties. Incidents such as these should be dealt with through the school's behaviour policy.

All staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

If adults witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied then after consultation with the Headteacher, the class teacher informs the child's parents.

If adults become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying through the peer support group approach, and sanctions for the child who has been carrying out the bullying.

We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

If a child is repeatedly involved in bullying a child, the Headteacher is informed. The child's parents are invited into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may need to contact external support agencies.

THE ROLE OF PARENTS

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Parents do not have the right to request that a bully be excluded from the school.

MONITORING POLICY AND PROCEDURES

The number and types of bullying referrals, and questionnaires will be analysed. The Anti-Bullying Policy will be reviewed bi- annually, more if necessary and updated if required.

Reviewed by Staff and Governing Body: 27th January 2021