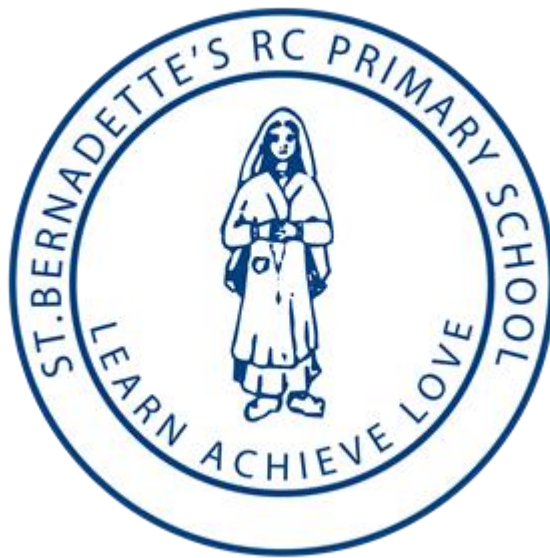


St. Bernadette's RC Primary School



Anti Bullying Policy

Reviewed and revised – September 2024

Review Date – September 2026

Our Mission statement

Together we Learn. Together we Achieve. Together we grow in God's Love.

Jesus Christ is very important in our school. He is at the heart of everything we do. Our school is part of the mission of the church-making Jesus, known and loved. We try hard to live as Jesus wants us to, so that together we grow in faith, loving each other and loving God. We do all of these things because we want to keep Jesus among us every day at St Bernadette's.

It states clearly in our Mission Statement: **"We must ensure that the quality of relationships in existence are in keeping with the mission of the school"** and that as followers of Jesus, we treat other people as we would like to be treated.

Aims and Objectives

The aim of this policy is:

1. To promote an ethos where bullying is regarded as unacceptable. The school will overcome bullying through practising zero tolerance.
2. To have a safe and secure environment where all can learn without anxiety and measures are put in place to reduce the likelihood of bullying.
3. To make the school community aware of our opposition to bullying and make clear each person's responsibilities with regards to eradication of bullying in our school.

This will happen through:

- Raising awareness of and defining bullying as well as gaining an understanding as to why some children bully.
- Positive action to prevent bullying within RE, PHSCE, Citizenship and opportunities within other curriculum areas.
- Establishing and creating a climate of trust and respect for all.
- Development of a consistent response to any bullying incidents that may occur.
- Provision of support to all members of the school community who may be involved in a bullying situation.
- Developing and supporting home, school and community partnerships.

Definition of Bullying

“Bullying is behaviour by an individual or group repeated over time that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms...” (DfE Preventing and Tackling Bullying Oct 2014)

- Verbal – as in name calling, personal comments, racial abuse or sexist comments and the use of derogatory language
- Social – as in not being spoken to or being left out of activities. Spreading malicious rumours or stories.
- Material – as when possessions are stolen or damaged or extortion takes place
- Mental – as when pressure to conform is applied. Reduction of a person’s self-esteem or confidence
- Physical – as in physical assault. Person being bullied is hit, kicked or when belongings are taken or damaged.

Bullying is not the same as a disagreement between two people. Bullying is:

- Systematic and ongoing rather than one off
- Done by the more powerful to the less rather than between equals
- Distressing and hurtful to the victim rather than good natured fun
- Always one way rather than an exchange

Anti-Bullying Code

- Bullying will not be tolerated by Governors, staff, pupils and parents of St. Bernadette’s RC Primary School.
- Every person has the right to enjoy learning and leisure free from intimidation.
- Every person has a responsibility for his or her own behaviour.
- Pupils should support each other by reporting all instances of bullying.
- All reports of bullying will be taken seriously, and appropriate action will be taken.
- Everybody within the school community is encouraged to report any incidents of bullying behaviour witnessed by them, to teaching staff.

How can bullying be identified?

By its nature bullying tends to take place out of sight and earshot of teaching and other school staff. But bullying can be identified by creating a positive school culture in which bullying is not tolerated and the reporting of bullying is seen as a positive and valued act.

There are possible signs of bullying that all staff should be aware of. Some key signs may include:

- A reluctance to come to school
- A deterioration in a pupil's performance
- A reluctance to leave school at the normal time or walk home with others
- Unlikely excuses for possessions damaged or destroyed or missing
- Persistent complaints of feeling unwell and unable to go to school
- Pupils who present as isolated in the playground, dining room during games etc.
- Pupils who display withdrawn, unforthcoming behaviour

The Role of the school:

The role of the school is to uphold its mission statement and the vision of this policy. In doing this the school shall:

- Have a zero tolerance towards bullying and harassment
- Be constantly alert to bullying
- Monitor and record incidents of bullying
- Ensure that the policy is updated regularly
- Ensure policy is available to all members of the community
- Ensure that where necessary staff professional development includes training in dealing with bullying and anti -social behaviour
- Ensure that parents are kept informed of anti- bullying arrangements. The policy will be on the school website and available in school.
- Ensure that children are involved in anti-bullying procedures through assemblies, the curriculum, school council and displays.

The Role of all Staff at St Bernadette's:

The role of all at St Bernadette's is to ensure that the mission statement of the school and its Catholic values are upheld. We are all responsible for maintaining a policy of zero tolerance towards bullying and ensure that all members of our school community are fully aware of this and understand its meaning. Staff are to act as role models for pupils and endeavour to create an ethos and climate of consideration, tolerance and respect within the school. They should create lines of communication and trust in which children are comfortable and secure in relating incidents of bullying.

Teachers should attempt to prevent bullying by using areas of the curriculum e.g. PSHE, RE and circle time to reinforce the values contained in our mission statement and present in our ethos.

Teaching assistants and support staff should be vigilant and report any suspected incidents of bullying to the class teacher as early as possible.

Reporting Bullying

If bullying is suspected or reported:

- All reports of bullying will be dealt with immediately and sensitively by the member of staff who has been approached.
- A clear account of the incident will be recorded.
- This account will be given to the Head Teacher.
- The Head Teacher will interview all concerned and will record the incident.
- Class teachers will be kept informed of all incidents.
- Parents will be informed according to the nature/frequency of the bullying. For some incidents this may be done immediately.
- The Head Teacher will also decide on the sanctions to be imposed by the school.
- The Head Teacher will when necessary, liaise with the Governing Body and inform them of any bullying incidents.
- In the case of a complaint regarding a staff member, this should be raised with the Head Teacher.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their Class teacher or member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrongdoing and need to change.
- Informing parents/guardians to help change the attitude of the pupil.

The following disciplinary steps will be taken:

- Official warnings to cease offending.
- Exclusion from certain areas of the school premises.
- Exclusion from certain times of the school day.
- Minor fixed-term exclusion.
- Major fixed-term exclusion.
- Permanent exclusion.

Where cases remain unresolved and parents have reason to disagree with a decision taken by the Head Teacher, parents are entitled to appeal to the Governing Body, and they will be referred to the Chair of Governors.

Cyberbullying

This is a particularly difficult area for the school to deal with as it happens away from school. Cyberbullying cannot take place in school because:

- Our internet set up does not allow social media sites or chatrooms to be accessed.
- Children are not permitted to bring mobile phones into school.
- Therefore, opportunities for cyberbullying are nil.

The school will take very seriously any cyberbullying that takes place, involving one of its pupils, that has a detrimental effect on another member of the school community or a member of another school's community. These incident(s) will be dealt with seriously in the same way as any other bullying allegation.

Parents

Parents must act as role models for their children in which they deal with others and their own attitudes towards issues such as gender, race, sexuality and physical difference. Parents who are concerned that their child might be being bullied, should bring this to the attention of their child's class teacher. If they are not satisfied with the response, they should contact the Head Teacher. Parents have a responsibility to support the school's Anti-Bullying Policy by actively encouraging their child to be a positive member of the school.

Monitoring And Evaluating

This school is committed to providing a safe and secure environment for all and recognises the importance of monitoring and evaluating all anti-bullying procedures. This policy will be reviewed annually and its implementation and effectiveness assessed. The policy will be promoted and implemented throughout the school.

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