ST. MARY'S
RC. PRIMARY SCHOOL

ANTI – BULLYING POLICY

St Mary's Mission

'Love one another as I have loved you'

We believe we are called to be Angels. Witness to God's shining light on Earth; reaching out to the people and the world around us through our prayers, words, work and play.

Let us celebrate the uniqueness of every individual.

Let us work to uphold and protect the dignity of each person in our diverse, faithful and forgiving community.

Let us feel the presence of Christ's love in the warmth of our welcome as we open our doors, our hearts and our minds to serve, strengthen and encourage all who enter here.

Let us be an inspirational community where we truly love one another as God loves us:
With open hands and gentle kindness.
With quiet caring , vibrant voices, and joy in our hearts.

Rationale

This policy sits alongside our behaviour, SEN, E-Safety and Safeguarding & child protection policies.

We believe that the relationship between everyone in our school community should be happy, caring and purposeful and should reflect the School Mission Statement and uphold the law.

The Single Equality Act 2010 covers the 9 equality strands defined as protected characteristics: **age; disability; gender assignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation**. In this school we will ensure that at every level, in all of our work and throughout all aspects of school community and its life, all will be treated equally and we will promote and strive for inclusive education.

As a Catholic school we live our mission daily. Trying at all times to model the words of Jesus and to 'Love one another as I have loved you'. We help our children to live their lives as ambassadors of Christ. Childhood is a learning journey and the skills and values children gather on their journey through school help them to become happy and successful adults.

In this school bullying and any other forms of intimidation such as peer pressure will not be tolerated. This includes all the protected characteristics of the 2010 Equality A which includes racism, sexism, homophobia, biphobia and transphobia.

All will treat others with kindness and respect and all will care well for each other.

All will come to school without fear and will be safe in school.

Everyone will be vigilant and will intervene promptly to intervene if there are any signs or reports of bullying.

We help children understand that, whilst we may sometimes disapprove of their behaviour, they, as individuals, are still valued and loved. Any sanctions imposed will therefore be in this context. The emphasis is on rewarding those children who consistently meet our expectations of behaviour whilst supporting those who find it a challenge to do so. There are plentiful opportunities to reward, celebrate and reinforce desired behaviours for learning and play.

Alongside the academic learning that children receive we teach our children to:

- Live by our mission statement' Love one another as I have loved you'
- Value each other, their friends, family and the school and parish community
- Understand the world beyond their own experience
- Get on with each other and with the adults who work with them in school
- Communicate appropriately in a range of situations in the classroom, playground and with staff and visitors
- Think about the consequences of their actions, positive or negative, and reflect on the impact of them on others
- Be positive and resilient when they are challenged to improve their learning and behaviour

What is Bullying?

Bullying is any deliberate, hurtful, frightening, threatening behaviour by an individual or a group towards other people. It occurs on a number of occasions over time is one sided and happens on purpose.



Bullying behaviour includes:

- **Physical:** hitting, kicking, spitting, pushing, pinching, throwing stones or any other forms of violence.
- **Verbal:** name calling, swearing, spreading rumours, threats, teasing. This may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- **Emotional:** being unfriendly, excluding, tormenting, ridicule and humiliation.
- **Damage to property, or theft:** pupils may have their property damaged or stolen.

OBJECTIVES

- To ensure that all feel safe and free from bullying and intimidation.
- To build an ethos where learners feel safe, free from threat and intimidation.
- To promote good relationships where all are treated well and where learners care for each other.
- To act promptly and effectively at the first sign of bullying.
- To encourage learners and parents to report any attempted bullying.
- To protect and reassure any victims of bullying.
- To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
- To make this a happy school that is free from bullying.

What can children do if they are being bullied?

- Tell someone that they can trust – it can be a teacher, a teaching assistant, a mid-day supervisor, a parent, a friend, or a relative. Generally it is best to tell an adult you trust straight away. You will get immediate support.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Try not to show the bully that you are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. Bullies usually pick on individuals.
- Write a note and post it in the chat Zone box

What do you do if you know someone is being bullied?

- Take action! Watching and doing nothing looks as if you are on the side of the bully.
- If you feel you cannot get involved, tell an adult immediately. Staff will deal with the bully without getting you into trouble.
- Leave a note in the Chat Zone box

STRATEGIES FOR DEALING WITH BULLYING

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.

The following is a list of actions available to staff depending on the perceived seriousness of the situation. If bullying is suspected/reported:

- The head teacher or a member of SLT will be informed.
- A member of staff will be nominated to carry out an initial investigation.
- The member of staff will talk to and listen to the suspected victim, and any witnesses, making sure that the children feel safe to talk.
- The member of staff will talk to the bully about what has happened, to discover why they became involved. They will make it clear that bullying is not tolerated at St. Mary's Primary School.
- The problem will be identified and possible solutions agreed.
- Sanctions from the behaviour policy will be applied.
- Parents will be informed on all matters identified as bullying.
- If the situation is not resolved, then a behaviour plan may be written.
- All incidents of bullying will be recorded as such in the School Incident Log.

Action to be taken to support the victim:

•Environmental changes will be made if necessary – classroom, playground to ensure that child feels more secure.
•Staff must communicate with other staff and record, where relevant, any incidents or concerns in the bullying incident l log.
- The situation will continue to be monitored to ensure no repetition.
- Key friends identified by the child will be asked for extra support through the peer support programme.

 Children will be observed at break times, lunchtimes and in the classroom Any follow-up findings will be recorded in the monitoring section of the school Bullying Incident Log.
- The child will nominate an adult in school whom they trust and feel they can talk to.
- The child will be made aware of the importance of immediate reporting of any further incidents.
- Parents will be invited into school so that action taken can be shared.
- The inclusion team and the class teacher will work together to assess whether the child needs support in the development of social skills – assertiveness, language skills.

Action to be taken to support the bully:

Type and method of support will depend on individual needs, age and maturity of the child.
- It may be suggested that the children involved meet with the support of their class teachers and a peer Support group may be put in place.
- It will be made clear to the child that their behaviour is unacceptable because of the effect that it is having on the other child.
- The child may be asked what they hoped to gain by their behaviour – if their answer indicates that a need is not being met, then this will be addressed through discussion with parents.
- The child will be reminded that they are responsible for their behaviour and there are consequences for poor behaviour.
- Sanctions for behaviour may include: A behaviour support plan with sanctions and rewards: e.g the removal of breaks, lunchtimes – parents will be informed which sanctions will be used.
- Following the implementation of a behaviour plan,if the behaviour persists, then outside agency support may be requested to address the needs of the child, with the permission of parents.

Role of Parents

Parents have an important part to play in our anti-bullying policy.

We ask parents to:
- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, please inform school. Your complaint will be taken seriously and appropriate action will follow.
- If you feel your child has been bullied by another child, please do not approach that child or the child's parent on the playground, please inform school immediately.

- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

OUTCOMES

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.