
OUR LADY IMMACULATE CATHOLIC PRIMARY SCHOOL ANTI-BULLYING POLICY

(To be read in conjunction with the policy on Behaviour and Discipline also Care and Control Policy. Safeguarding , Equality and Diversity, E-Safety)

1 Introduction

1.1 It is a legal requirement, under Section 89 of the Schools and Inspections Act 2006, that all maintained schools must have in place measures to prevent all forms of bullying among pupils, and that these should be part of the school's behaviour and Anti-Bullying policies.

The Department for Education guidance for schools entitled *Don't Suffer in Silence and Bullying – A Charter for Action*, has been followed by *Preventing and Tackling Bullying – Advice for school leaders, staff and governing bodies (2014)*. This policy reflects this guidance and the principles enshrined therein.

1.2 DFE guidance defines bullying as: "Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally". The guidance goes on to say that, "Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, extremist, disablist, social or financial differences, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities". Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or excluded from social interaction).

1.3 At Our Lady Immaculate Catholic Primary School we encourage our children to understand Bullying behaviours in a way which is commensurate with their age and development. Consequently, the children are given the opportunity to provide their own clear definitions. Currently these definitions are:

Foundation Stage. "A bully is someone that makes us sad and scared every day. Make friends not bullies."

Key Stage One. "Bullying is hurting another person on purpose more than once.....so you can be a good friend by being kind in what you say and do."

Key Stage 2. "Bullying is when a person or group of people physically or verbally mistreats or hurts others including through any form of social media which is deliberately repeated over time,."

1.4 The School Council have drawn up our Ant-Bullying Charter. All members of the school community are invited to sign up to it. It is displayed around school and all visitors are made aware of it.

At Our Lady Catholic Primary School we do not tolerate bullying.

We treat others in the way we would like to be treated ourselves:

We will:

Include everyone

Make people welcome here

Say something if we see something

*Do our best to keep each other safe
Encourage friendships to grow
Look after each other's feelings*

2 Aims and objectives

- 2.1 Bullying is wrong and damages children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is properly understood and regarded as wholly unacceptable.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying and to enable children and young people to better understand the need of each other and ways in which they can offer each other support.
- Regular staff meetings with a clear agenda.
Anti-Bullying Steering Group
Massage in Schools Programme across the school
R time
Rainbows/sunbeams programme
Structured play time of activities
Following the equality and diversity targets closely
Mental health awareness weeks
Circle time sessions across all year groups
Curriculum design and delivery.
Emotional Literacy provision for cohorts deemed to be vulnerable.
11-week programme "Think yourself Great"
Playground leaders
School of Sanctuary
Mental Health Training
ASD Training/awareness
LGBTQ Training
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
Incident is logged in the anti-bullying incident book
Class teacher and head gather the views of all children involved.
Review any current Behaviour Support Plans and /or Positive Handling Plans.
Restorative practices.
Learning opportunities are undertaken.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying through our Anti-Bullying Charter, newsletters, Governors' meetings, home-school agreement and website. We make clear each person's responsibilities with regard to the eradication of bullying in our school.

3 The role of the teacher and support staff

- 3.1 All the staff in our school take all forms of bullying seriously and seek to prevent it from taking place.
- 3.2 If teachers or supported playground leaders witness an act of bullying, they will either investigate it themselves or refer it to the anti-bullying coordinator and the headteacher. The parents of the

child will be informed. Teachers and support staff do all they can to support the child who is being bullied.

3.3 There is an anti-bullying record book which is kept in the Head Teacher's office in which staff record all incidents of bullying that occur both in and out of class. We also record incidents that occur near the school, or on the children's journey between school and home. Any adult member of staff who witnesses an act of bullying should record it in the log. Within the form we ensure that all vulnerabilities have been addressed to ensure there is not a pattern to the incidents.

3.4 When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This will involve fully investigating the situation and may then involve informal counselling and support for the victim, and taking direct preventative action with the perpetrator. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. We inform the headteacher and, in some cases, the special needs co-ordinator (SENCO). We then invite the child's parents or carers into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective, the headteacher may contact external support agencies, such as social services. Members of the School Council and playground leaders play an active role as "Peace Makers" both pro-actively and in response to incidents.

3.5 All members of staff routinely attend in-service training which is led by the PSHCE co-ordinator training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

3.6 Teachers and other members of staff are particularly aware of the recent increasing opportunities for 'cyber bullying' through text messaging on mobile phones, or on social networking sites on the Internet. The school takes steps to make parents and carers aware of the dangers of unsupervised use of mobiles phones or the Internet (Mobile Phone Policy) and to educate pupils about the proper use of modern technologies. Each class teacher will deliver E-Safety.

3.7 Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand and empathise with the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere. Within Foundation Stage, Key Stage 1 and Lower Key Stage 2, children benefit from them opportunity to take part in the Massage in Schools Programme. Daily peer massage sessions take place in order to promote positive relationships and communication skills.

4 *The role of the headteacher*

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

4.2 The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The whole school Code of Conduct clearly reminds every one of the shared values which are important at school. The headteacher draws the attention of children to

this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use an assembly as the forum in which to discuss with other children why such behaviour is wrong, and the actions which the school is taking to prevent it.

- 4.3 The headteacher ensures that all staff, including lunchtime staff, receive enough training to be equipped to identify and deal with all incidents of bullying.
- 4.4 The headteacher sets the school climate of mutual support and praise for success, thereby 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.

5 *The role of governors*

- 5.1 The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.
- 5.2 The governing body monitors incidents of bullying that do occur and reviews the effectiveness of this 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.
- 5.3 A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher, and asks him/her to investigate the case, and to report back to a representative of the governing body.
- 5.4 Our Link Governor is Mrs Nicola Beattie. Mrs Beattie also links with staff and senior leaders regarding SEND, Mental Health and Wellbeing, PSHCE and RSE. This enables us to ensure that anti-bullying practices are embedded throughout the life of the school.

6 *The role of parents and carers*

- 6.1 Parents and carers 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. If they are not satisfied with the outcome of this, they should contact the headteacher. If they remain concerned that their worries have not been taken seriously or acted upon appropriately, they should follow the school's Complaints Procedure, as detailed in the school Prospectus.
- 6.2 Parents and carers should be aware of the increasing dangers of 'cyber bullying', through the sending of text messages to mobile phones or the posting of personal information or views on social networking sites and should exercise due parental responsibility in supervising their children's use of phones and the Internet.

Approved by the Governing body

Date of next review: Autumn 2020

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

7 *The role of pupils*

- 7.1 Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.
- 7.2 Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.
- 7.3 Our School Council has developed its own anti-bullying charter and has an important role in monitoring the effectiveness of our policy and communicating their views to school staff.
- 7.3 Include the role of peer enters here.... how they respond to signs of bullying....how pupils know how to support each other.

8 *Monitoring and review*

- 8.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness of the policy.
- 8.2 Our playground leaders are also taught ways to spot signs of bullying and what to do if they feel they have witnessed any form of bullying following the school's flowchart system.
- 8.3 The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, where incidents of bullying are recorded, and by discussion with the headteacher. Governors analyse information for patterns of involvement of people, places or groups. They look out for racist bullying, or bullying directed at children with disabilities or special educational needs, having regard to the Equality Act 2010.
- 8.4 This policy will be reviewed every two years or sooner if necessary.