



'A unique family in faith, love and learning'

ANTI-BULLYING POLICY

Last Updated: April 2023

SCHOOL ETHOS

The school recognises its foundation in the Catholic Church and aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils.

Our intention is to provide a happy caring environment in which an individual child can learn to value excellence, achieve his/her potential and discover for themselves a genuine delight in learning.

In St Bernard's RC Primary School we strive to:

- Provide a happy, secure and caring environment where all children are valued as individuals
- Develop independent learning skills through a broad, balanced and inspirational curriculum
- Enable all our children to understand the wider world and be able to interact with this, and as part of it, as responsible citizens
- Nurture Christian values in all aspects of school life
- Instil a sense of belonging where each individual is respected and differences are celebrated
- Build self-esteem and confidence, so developing life-long learners, who are able to reach their full potential
- Work in partnership with all members of the wider school community to continue to move the school, curriculum and all in it forwards
- Children are happy, motivated and engaged in their learning and have a say in the direction of the school and their learning.
- Adults are welcoming, consistent, approachable, flexible and highly skilled
- The Christian ethos is evident through the actions of all in the school community
- The learning environment reflects the high expectations.

Rationale

That every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Our approach is to build the children's self-esteem and confidence and for our approach to be consistent across the school. We intend that the policy is clearly understood and shared by all, children, staff and parents.

The anti-bullying policy takes its place within the general aims of the school. It has close links to the Safeguarding and Child Protection, Behaviour, Equalities Statement and PSHE policies.

St Bernard's RC Primary School Procedure:

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected we will:

- Talk to the suspected victim, and any witnesses individually using 'Feelings Chart' and recording all details on incident forms.
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
- If the bully owns up then sanction procedures outlined in the Behaviour Policy will be followed.
- Incidents of bullying are recorded in the School Incident File and kept in the Head Teachers office
- Keep an informal log of incidents if there are concerns
- Involve all parties together to discuss the issues if agree by all parties
- Allow children time to sort things out.
- Support & empower children to resolve the conflict & understand their role in the issues
- Establish an agreement between the children where needed
- Inform parents
- Follow up with further discussions with individuals as and when Appropriate
- When necessary support children individually or together
- If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures

Prevention & strategies

- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyber bullying.
- Children participate in role play work in class as part of RE and PSHE
- Making use of curriculum opportunities to raise pupil awareness e.g. through RE, cross curricula themes, drama, story writing and literature
- A whole school reward system
- Good quality role models
- Children & parents have a good knowledge of the procedure/policy
- Children have a clear understanding of their rights & responsibilities
- E-safety frequently discussed and taught
- Use of Play Leaders
- Adults to dealt with a situation, even if minor. Talking to the children may prevent the situation escalating.

The role of governors

- The governing body supports the Head Teacher 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.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to

keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school's anti-bullying policy.

- If parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via clerk.

The role of the Head Teacher

- It is the responsibility of the Head Teacher to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and nonteaching) are aware of the school policy, and know how to identify and deal with incidents of bullying.
- The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Head Teacher ensures that all children know that bullying is unacceptable behaviour.
- The Head Teacher ensures that all staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

The role of all staff

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults to deal with situations quickly and methods to prevent situations escalating.
- All adults to follow up what they have said e.g. keeping an eye, follow up discussion etc.
- Teachers are responsible for recording of all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the Head Teacher.
- There are incident record sheets on which staff record all incidents of bullying that occur both in and out of class. The school also record incidents that occur near the school, or on the children's way between school and home that we are aware of. All adults who witness an act of bullying should record it in the log. This will be kept in the Head Teacher's office.
- When any bullying taking place between members of a class, the teacher will deal with the issue immediately, in accordance with our school procedure, including counselling and support for both the victim and perpetrator of the bullying if needed.
- All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

The 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, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully.
- Please inform school immediately and we will deal with it following the school procedures.
- 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.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately. Remember incidents are confidential, do not discuss them with other parents on the playground.
- Speak to school staff if you have concerns. Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- If parent who is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via clerk.

The role of children

What Can Children Do If They Are Being Bullied?

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be an individual. Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be strong inside – say "No!". Walk confidently away. Go straight to a teacher or member of staff.
- If you are getting emails, texts or messages that make you feel uncomfortable please save them and show them to an adult. Do not respond to them.
- Fighting back may make things worse – don't do it.

- Generally it is best to tell an adult you trust straight away. You will get immediate support.
- Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

What do you do if You Know Someone Is Being Bullied?

- You can STOP – Start Telling Other People. This could be a teacher, parent, carer or other responsible adult.
- Also remember STOP – Several Times On Purpose. Once is an accident and can be excused, if behaviours continue this needs to be addressed.
- Take action! Watching and doing nothing looks as if you are on the side of the bully.
- Make friends with the child being bullied and encourage them to speak to an adult. If they don't speak up, speak up for them.
- Tell an adult in school. Teachers will deal with the bully without getting you into trouble.
- Do not take direct action with the bully yourself.

Monitoring and review

This policy is monitored on a day-to-day basis by the Head Teacher, who reports to governors on request about the effectiveness of the policy. This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's Incident File, where incidents of bullying are recorded, half termly summary reports and by discussion with the Head Teacher.

Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

ACTIONS THE CHILDREN CONSIDER TO BE BULLYING

The children listed the following as being bullying: hitting, pushing, kicking, spreading rumours, taking belongings, throwing objects, damaging belongings, name calling, calling someone due to a disability, making fun of someone because of a disability, insulting, racist, appearance, leaving someone out deliberately, being intimidated by someone. Cyber-bullying (using the internet / social network sites) to be unkind to others. Posting things online without the consent of other people, for example a photograph.

Bullying will always be taken seriously and addressed appropriately. At St Bernard's we promote good citizenship through the PSHE and Religion lessons. School also takes part in the Anti-bullying week every November.

Children are aware that one off incidents are not the same as repeated bullying.

All classes talk openly about bullying and why it is not acceptable.

- How can we support the victim?
- How can we support the bully?

Procedures

Children are encouraged and advised to tell someone they trust.

This could be:

- A friend
- House Captain
- Gift Team
- A teacher
- A teaching assistant
- Any staff member
- Parents
- A responsible adult

The person spoken to will listen to the story and decide on the best way to help.

This might include:

- Talking the situation through
- Logging the incident
- Talking to the bully and bystanders
- Planning ways to improve the situation
- Monitoring the situation over an agreed period of time

Staff will always listen to a pupil who feels they are a victim of bullying. They are watchful of social relationships between pupils and are alert at picking up signals (eg. behaviour, language, body language, pupils writing in their books) of possible instances of bullying.

They will:

- Discuss with the victim the choices that can be made to improve the situation
- Report the incident to the Head Teacher or Deputy Head Teacher
- Seek advice from other staff or parents so that a well informed decision can be made.

Pupils should always tell staff if they are aware of someone being upset or bullied.

Parents should inform the Class Teacher or Head Teacher as soon as possible about any problems, so that work can be undertaken to end any problems.

The Governing Body must investigate any long term grievance or concern from a family who feel that a bullying issue has not been resolved by staff in school.

Sanctions against bullies

The bully should be spoken to and listened to. Issues that come out of the meeting should be discussed and dealt with. One to one work will take place where necessary and a buddy

system put into place. The children also felt it appropriate for the bully's parents to be informed, so that help and advice can be given at both school and home.

Conclusion

This policy was drawn up after discussions with Class 6. All their comments have been worded into this policy. The children have a great ownership of this policy and this hopefully will encourage the positive, happy atmosphere that we love and enjoy at our School.