

St Mary of the Angels Catholic Primary School

Anti-Bullying Policy 2021-22

Mission Statement

Recognising and celebrating the presence of Christ in one another

At St. Mary of the Angels:

- ♦ we aim to follow Jesus through the teaching of the Gospels and inspire each other to be Christ-like;
- ♦ we all work as a big team to encourage everyone to be the best that they can be, at work and at play;
- ♦ we create a safe, positive, fair environment where all feel respected and valued.

The school aims to create a happy, ordered environment where all members feel secure and valued.

St Mary of the Angels recognises that bullying and all recognised forms of bullying, as defined in Keeping Children Safe In Education and our Child Protection Policy are a serious issue. Respect for self and others as a part of God's creation is at the heart of our School Mission Statement and everyone is responsible for ensuring the safety of everyone else in the school. We recognise the damage bullying can cause to the life of the victim, the bully and the school as a whole. We are committed to challenging the assumption that bullying is inevitable and are working towards stopping it completely.

What Is Bullying?

Bullying is repeated action that is intended to cause someone else harm or upset. Children and staff use Induction Days, each term, to unpick the School Rules and how they link with our Gospel and British Values. These share terms such as peer on peer abuse in an age-related format, supported by the ten ten resources as part of our PSHE Policy and RSE Policy. These are then supplemented by a variety of recognised resources and activities to embed understanding appropriately, over time.

Children are encouraged to expect others to respond if they recognise or see any form of bullying or bully style behaviour. These are supported via Anti Bullying activities and promotions annually, such as The Power of One and Anti bullying week. Bullying is different from one-off actions or flare ups which may happen spontaneously and even be seen by one person as a joke or something that gets out of hand, although these incidents are also taken seriously because of their effect on the victim and because failure to act may lead to them being repeated.

Bullying can be:

Repeated actions which we would define as bullying include:

- Name calling
- Teasing
- Any action which causes emotional harm, embarrassment or distress, including those online
- Punching, kicking or any other action causing physical harm i.e. ignoring the no-touch rule
- Any form of racist behaviour which highlights or mocks a person's race, creed, colour, beliefs or sexuality in a way that they or others perceive as insulting
- Leaving children out
- Ignoring
- Spreading rumours or lies
- Stealing, hiding or damaging possessions
- Threatening behaviour or language including by phone, e-mail, cyber-bullying or text
- Continually bothering someone
- Making rude comments or signs
- Forcing someone to do something

Why we respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Our school recognises that bullying does exist at all levels - from nursery to adulthood as well as in the workplace. Such behaviour may be exhibited by children from all social classes and backgrounds. All teachers and staff must be aware that not only will some children in our society be bullies, but it is possible for adult behaviour to reinforce bullying. Teachers and

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staff must be conscious that they do nothing to condone aggressive behaviour - they must not show it themselves or accept it in others.

Objectives of this Policy

To ensure that all stakeholders have an understanding of what bullying is.

To give clarity on the school policy on bullying, and how to follow it when bullying is reported.

To reinforce that in our school bullying will not be tolerated.

To provide a clear picture to all on what to do if they feel there are examples or evidence of bullying, and what they should do if bullying arises.

To provide an approach to alleged bullying reports and the processes in place to investigate them

Prevention

The school is committed to stopping bullying altogether. In order to do this the school will:

Ensure whole-school and class rules reaffirm expected behaviour, including explicit examples outlined in the KCSIE, Child Protection and Safeguarding Policies, such as peer on peer abuse and online misuse

Take seriously and investigate all comments from pupils, staff and parents where a child has been physically or emotionally harmed, even if these are one-off incidents

Actively promote the school's Anti bullying Policy and anti-bullying strategies through progressive PSHE/ RSE and Pupil Wellbeing themed work.

Use assemblies and class discussions to discuss scenarios and feelings of both victims and bullies.

Use outside speakers and social media to provide multi-sensory, lively, child friendly ways of addressing and raising awareness

Ensure that all parents have a copy of the Anti-Bullying Policy available to them.

Provide appropriate agreed strategies for individual children who are victims or feeling bullied in any way; revisit and reinforce these strategies regularly.

Promote a no-touch policy

Promote a high level of vigilance from staff, pupils and parents

Ensure sanctions are applied for inappropriate and hurtful behaviour consistently

Promote healthy understanding of and good communication of Online Bullying as evident in our Online Safety Policy

Reporting

The school is committed to removing the culture of secrecy from bullying. We recognise that many young people will be put off reporting because they fear that it will make matters worse.

In order to encourage pupils to report bullying the school will:

Provide training for staff and children on how to deal with a disclosure about bullying.

Take each allegation of bullying seriously and investigate it, guaranteeing anonymity if appropriate

Carry out regular pupil surveys including through circle time/class councils allowing pupils to disclose if they or others are being bullied

Introduce the use of a worry box where appropriate in given classes.

Ensure pupils understand bullying is not acceptable and how bullies and victims will be treated

Educate parents and children through regular communication and awareness raising about the dangers of online safety

Provide an open-door policy for parents who have concerns and expect full support in incidences where their child/ren are at fault

Listen to and act upon pupil voice about the effectiveness of anti-bullying strategies and their ideas for improvement.

In order to ensure the accuracy of reporting written and/or verbal testimony will be taken from the victim, the perpetrator and any witnesses. These will be treated sensitively and kept confidential. They will be maintained on our online management system (cpoms).

Recording

In order to monitor the frequency with which incidents of bullying take place the school will record each incident of bullying centrally using the proforma attached (Appendix 1). These incidents will also be documented on cpoms and communicated to relevant staff; relevant actions taken will also be recorded on cpoms

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Victim Support

Ensure the victim understands and feels supported by action taken
Arrange an apology, written or verbal, from the perpetrator of the bullying, in conjunction with parents.
Discuss with the student what support they feel that they need.
Discuss with the parent/s what support they feel their child needs.
Make referrals to external agencies if necessary.

Support for the Bully

The school recognises that bullying can damage the life and education of the bully as well as the victim.
Students that bully will be offered a range of support. This will include one or more of the following:

- Discussion/interventions to find out why they are bullying
- chance to make a fresh start in line with the Gospel values of our school/British values
- Supervised break times.
- A report card.
- A Behaviour Action Plan.
- Discussion with parents
- A referral to an external agency.
- If the bullying has involved actual or attempted extortion, a referral to the appropriate external agencies.

Sanctions

It is important for the victim of bullying, the bully, and the school community as a whole, that there are clearly defined consequences for any act of bullying. Each case will be dealt with individually, but the types of sanctions available to the school are:

- Withdrawal of break times and lunchtimes.
- Withdrawal of other privileges
- Fixed term exclusion.
- Permanent exclusion.

Communication

Whenever an allegation about bullying is made the parents, class teacher and Headteacher of both victim and bully will be informed.

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Appendix 1

ALLEGED/ACTUAL INCIDENT REPORT FORM RE. BEHAVIOUR/BULLYING

Date and time report made	
Report made by	
Report made to	
Description of incident as reported <small>including time, place, people involved, adults & pupils (continue overleaf if needed)</small>	
Action taken immediately/ investigation undertaken	
Findings of investigation	
Action taken following investigation including any meetings held	
Others consulted if any, including outside agencies	
Follow up action taken	
Pupil signature to show understanding and agreement	