

## Anti-Bullying Policy

**'My command is this: Love each other as I have loved you'**

**John 15:12-13**

We believe that bullying is the deliberate use of words or actions to upset or hurt another individual or group either physically or emotionally. It includes an imbalance of power.

To keep in-line with the vocabulary used with pupils, bullying can be described as actions done several times, on purpose. (The acronym STOP is used to remember this.)

All children have the right to feel safe and secure at school as stated in our schools aims: **'We aim to provide a loving, Catholic environment by ensuring that everyone feels happy, secure and valued'**. These are derived directly from our Mission Statement.

The school has in place many strategies for dealing with unacceptable behaviour and this includes bullying. Children are given regular opportunity to discuss their feelings and responses to situations. This may be as part of Collective Worship, as a philosophy session, or as a class or small group discussion. The form will reflect the issue, the circumstances surrounding it and the individuals involved.

|              |               |
|--------------|---------------|
| Approved at: | FGB 3/2/22    |
| Review:      | Every 3 years |
| Review date: | Spring 2028   |

This policy applies to all members of the school community e.g. all staff, children, parents/carers, governors, cleaning staff and partner agencies working with schools.

### AIMS

1. to prevent bullying by any member of the school and to make clear that all forms of bullying are unacceptable
2. to ensure children understand what constitutes bullying (including cyber bullying) and what they need to do in the event of bullying
3. to investigate incidents and support victims of bullying and ensure they are listened to
4. to encourage children to tell an adult about any incidents of bullying they have experienced or witnessed
5. to record the incident and instigate an action plan involving the relevant people
6. to help all members of the school to feel safe at school and positive about themselves
7. to help children be assertive and non-aggressive, to support those demonstrating bullying behaviours and help them to change their behaviour and attitude, and also to understand why it needs to change
8. to involve all members of the school community and parents in adopting our anti-bullying policy and tackling bullying

## Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. threatening gestures, spreading rumours, hiding personal belongings).
- Physical - pushing, kicking, hitting, spitting, punching or any use of violence.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact, upskirting or sexually abusive comments
- Homophobic - because of, or focusing on the issue of sexuality.
- Verbal - name calling, sarcasm, spreading rumours, teasing.
- Cyber - all areas of internet, such as e-mail and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities

This list is not exhaustive and other behaviours may fit in to the definition of bullying depending upon the circumstance.

## Procedure for dealing with complaints of bullying

- 1 The Class teacher will interview victim and alleged perpetrator. They will decide if this is a case of bullying and reach an agreed resolution.
- 2 If this does not resolve the issue, then also interview witnesses.
- 3 A member of the Senior Leadership Team (SLT) will record any instances referred directly and then discuss with class teacher.
- 4 Any incident will be recorded on a standard proforma which should be copied and sent to the SLT. The incident and any sanctions or support strategies will then be recorded on the school **Child Protection Online Monitoring and Safeguarding** system (CPOMS).
- 5 Bullying by adults, to other adults, must be dealt with in reference to the school's Grievance Procedure.
- 6 Bullying of children by adults must be dealt with in reference to the school's Safeguarding Policy and must be reported to the Designated Safeguarding Lead. If it concerns the DSL, then the Chair of Governors should be informed.

## Sanctions

Confirmed cases of bullying will be dealt with in line with the School's Behaviour Policy.

After the initial investigation has been completed, the parents of the complainant will also be informed that sanctions have been put in place. Details of the sanctions will not be shared. Alternatively, they will be informed that there was no substance to the complaint and the situation will continue to be monitored.

## When Children are being bullied

Duty Teacher or Lunchtime play assistant will be informed of any confirmed reports so that there can be '*Behaviour Watch*' at playtimes. This is where all staff are on the lookout for positive behaviours. Any significantly positive incidents to be reported to the class teacher, as will all incidents of negative behaviours.

The name of any pupil who is on *Behaviour Watch* will be disseminated to all staff so that everyone can be vigilant.

### When children bully others we:

1. take the incident seriously
2. condemn the behaviour not the child
3. discuss the repeated incidents with the parent/carer
4. listen to the children involved, use restorative questioning and record all meetings and incidents.
5. ensure that they are closely supervised and observed throughout the day.
6. encourage them to reflect and to realise the effects of their actions.
7. encourage them to apologise and try to make amends.

### Guidelines

- All incidents to be fully investigated and recorded in the same way as all behaviour incidents (see Behaviour Policy)
- Relevant staff to be informed – class teacher, SLT, teaching assistant
- All reported incidences of bullying to be recorded in the bullying file – separate proforma for parents and children. This is kept in the school office.
- If the complaint is upheld the child will be placed on *Behaviour Watch* – this involves informing all relevant staff. At the end of each period of the day, playtimes especially, the child has to report to the adult on duty in order to have their card signed.
- Parent to be informed that their child has been bullying, and the sanctions to be put in place
- Teacher to use professional judgement as to whether they need to be seen in school at this stage or just contacted in the usual manner
- Victim's support to be discussed with relevant personnel
- Parents of victim to be informed and assured that the policy is being followed – it may be useful at this stage to offer the parents a copy of the policy, pointing out where we are in the process – confidentiality regarding bully must be maintained
- If concerns continue, discuss with SENCo about offering outside agency support
- Situation to be constantly reviewed
- Summary of incidents to be reported to Admissions and Pastoral Committee annually.

### Monitoring

This Policy to be monitored by the Senior Leadership Team through scrutiny of incidents and CPOMS reports. Any support for colleagues with classroom or playground resources and strategies will be given.

**RECORD SHEET IN RESPONSE TO BULLYING COMPLAINT**

|                          |       |
|--------------------------|-------|
| Reported to:             | Date: |
| Incident:                |       |
|                          |       |
|                          |       |
| Victim's viewpoint:      |       |
|                          |       |
|                          |       |
| Perpetrator's viewpoint: |       |
|                          |       |
|                          |       |
|                          |       |
| Independent witnesses:   |       |
|                          |       |
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