

ST PAUL'S CATHOLIC PRIMARY SCHOOL AND NURSERY



Anti-Bullying Policy

Our Mission Statement

*"Do everything with love."
(St Paul's first letter to the Corinthians 16:14)*

This means that we will....

- Show our love for Jesus in everything we say and do.
- Respect everyone by recognising that God made us all different but equally valued.
- Strive for excellence and find ways to share, develop and celebrate our talents.
- Promote a safe, happy and enjoyable environment.
- Actively support our school, parish and the wider community.

Ratified Oct 2022

Review Date Oct 2023

At St Paul's School we are committed to providing a caring, safe secure environment for all our children. Our Mission Statement clearly states "Do everything with love", therefore, bullying of any kind is not tolerated at our school

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 (2011)*. 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, 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).

2 Aims and objectives

- 2.1 To raise awareness of bullying so that it is properly understood and regarded as unacceptable by everyone.
- 2.2 To ensure measures are in place to reduce the likelihood of bullying.
- 2.3 To ensure a consistent, whole school response to any bullying incidents that may occur.

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 support staff witness an act of bullying, they will either investigate it themselves or refer it to the pupil's class teacher to investigate. If Teachers witness an act of bullying, they will investigate themselves and then pass onto the phase leader if necessary. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher will inform the child's parents or carers. If this should continue, the parents will be invited into school for a meeting with the Headteacher,
- 3.3 Staff should record all incidents of bullying that occur both in and out of class on SIMs.
- 3.4 When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This will involve an investigation into the situation. Counselling and support will be offered to the victim. Time will be 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. If a child is repeatedly involved in bullying, the phase leader will 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 will meet with parents and then may issue an internal or external suspension.
- 3.5 Teachers and other members of staff are 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 children and parents/carers aware of the dangers of unsupervised use of mobiles phones or the Internet
- 3.6 Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use assemblies, liturgies, role-play, PSHE lessons, RSE lessons to help pupils understand and empathise with the feelings of children who are being bullied.

4 The role of the Headteacher

- 4.1 It is the responsibility of the Headteacher to implement the school's anti-bullying policy 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 Board 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 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 or a story from the bible in liturgical prayer, 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 sufficient 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 Board supports the Headteacher in all attempts to ensure that bullying does not occur in our school. The Governing Board 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 Board 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 Board responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Board notifies the Headteacher, and asks her to conduct an investigation into the case, and to report back to a representative of the Governing Board.

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 their child's phase leader. If they are still not satisfied with this outcome, they should contact the Headteacher. Should they remain concerned that their worries have not been taken seriously or acted upon appropriately, they should follow the school's Complaints Procedure.
- 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, social media platforms and Internet.
- 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 community.

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.

8 Monitoring and review

- 8.1 This policy is monitored by the Headteacher, who reports to governors on request about the effectiveness of the policy.
- 8.2 The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. All incidents are recorded into the schools MIS, available for analysis by the governors, where they will look at in particular for racist bullying, or bullying directed at children with disabilities or SEND, having regard to the Equality Act 2010.
- 8.3 This policy will be reviewed annually.