

All Saints' Catholic Primary School



Anti-Bullying Policy

1. Aims of our policy

At All Saints' we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We are committed to a policy of inclusion, to equality and justice. We believe that bullying behaviour is totally unacceptable. We believe that where bullying is challenged effectively pupils will feel safe and happy and we will demonstrate a school that cares. The purpose of this policy is:

- to prevent bullying from happening between children at All Saints' Catholic Primary School
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying

2. Definition of bullying:

The NSPCC advises us that bullying includes a range of abusive behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally

More detailed information about bullying is available from learning.nspcc.org/child-abuse-and-neglect/bullying

- Bullying can be defined as '*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally*' DfE 'Preventing and Tackling Bullying'.
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (i.e. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called on-line bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- All Saints' Catholic Primary School recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised at this school as being a form of peer on peer abuse – children abusing other children (see Safeguarding and Child Protection Policy)
 - abuse is abuse and should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".
 - we recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported
 - all victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

We see bullying as a shared problem. We aim to encourage all members of our school community to recognise bullying, acknowledge its unacceptability and report it.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur.

3. Types of Bullying

Bullying can happen to anyone. Bullying can include (but is not limited to) the following:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as on-line bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include that which is related to:
 - race, religion, faith and belief and for those without faith
 - ethnicity, nationality or culture
 - Special Educational Needs or Disability (SEND)
 - sexual orientation (homophobic/biphobic bullying)
 - gender based bullying, including transphobic bullying

4. Symptoms of bullying

Early signs that a child is being bullied could be:

- The child becoming withdrawn
- A deterioration in the child's work
- Erratic attendance or spurious illness
- Persistently arriving late at school
- General unhappiness or anxiety
- The child wanting to remain with adults
- Sudden outbursts not in common with the child's normal behaviour

Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Victims can become depressed and this can continue into their adult lives.

5. Preventing Bullying

At All Saints' we believe an Anti-Bullying Policy is about being pro-active as well as reactive and we seek to actively prevent bullying.

Taking the view that bullying is an interaction that establishes group identity, dominance and status at the expense of others, then it is only by the development of 'higher values' such as empathy, consideration, unselfishness, that the bully is likely to relinquish his/her behaviour and function differently in a social setting. If the preventative policy depends upon policing the environment, forbidding the behaviour, encouraging the victims and punishing the perpetrators then no lasting changes can be expected. The strategies employed must impact upon the lasting behaviour of the perpetrator. Through the following preventative strategies and planned curricular opportunities we hope to lay the foundations of positive behaviour and to eliminate bullying before it becomes an issue.

- Actively developing an ethos in school where we deplore bullying and are 'proud' that bullying is not tolerated in our school
- Active Behaviour Policy that is implemented consistently throughout school and a reward system for positive behaviour (see Behaviour Policy)
- Awareness raising through Anti-Bullying week, assemblies or lessons
- Clear Anti-Bullying policy which all members of the school are aware of
- Anti-Bullying message embedded throughout the curriculum and through Anti Bullying Week in November each year
- Circle Time – opportunities for children to discuss sensitive issues in a safe environment

- Positive action to prevent bullying within RE, PHSE, Citizenship and opportunities within other curriculum areas
- Pupil consultation – through questionnaires and opportunities to obtain pupil voice
- Positive role models reflected through staff behaviour
- Developing and supporting home, school and community partnerships

6. Procedures for Reporting and Responding to Bullying

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all pupils to come to school and to enjoy a happy and secure environment. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated

- All staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying
- Bullying allegations can come from a number of different sources including from the child, child's friends, parent/carer or staff member. All allegations will be listened to, taken seriously and acted upon
- In the first instance, our school Behaviour Policy is followed consistently
- Where an incident of reported bullying occurs, this must be reported to the classteacher.
- The classteacher will then investigate and take action according to our school policy. If bullying is identified or if potential bullying is suspected the classteacher will take the following steps:

7. Responding to Bullying Incidents

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues.
- The Headteacher, Designated Safeguarding Lead (DSL) or another appropriate member of leadership staff will interview all parties involved.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Appropriate sanctions and support, for example as identified within the school behaviour policy and child protection policy, will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed or Early Help if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy and the school behaviour policy. If required, the DSL will collaborate with DSLs at other settings.

Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the school systems
 - identifying and interviewing possible witnesses
 - contacting the service provider and the police, if necessary.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
 - confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school searching and confiscation policy. (We will access the DfE '*Searching, screening and confiscation at school*' and Childnet cyberbullying guidance to ensure that the school's powers are used proportionately and lawfully).
 - requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply.
 - providing advice on blocking or removing people from contact lists.
 - helping those involved to consider and manage any private information they may have in the public domain.

8. Roles and Responsibilities

a. The Role of Governors

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head Teacher to keep accurate records (CPOMS) of all incidents of bullying and to report to the governors annually on the number of instances of bullying and the effectiveness of school anti-bullying strategies

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 conduct an investigation into the case and to report back to a representative of the governing body

b. The Role of the Headteacher

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

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. The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Headteacher sets the school climate of mutual support and praise for success, so 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

c. The Role of Staff

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Classroom staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place

Where a potential bullying incident is reported, staff will follow 'Procedures for Addressing Bullying Behaviour' flowchart' (*Appendix 1*) and record / date all actions taken to eliminate the bullying behaviour

d. The Role of Parents

Parents, 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

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school

e. The role of Pupils

Without the support of pupils, we will not be able to prevent bullying. That is why our pupils will be consulted in the development of All Saints' as a safe and secure environment for them to achieve and learn. We expect that pupils:

- Will support the Headteacher and staff in the implementation of the policy
- Will not bully anyone else, or encourage and support bullying by others
- Will tell an adult if they are being bullied
- Will act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied

Pupils must recognize that being a "bystander" is not acceptable. Silence supports the bullying and makes the "bystander" in part responsible for what happens to the victim of bullying

9. Monitoring and Review

This policy is monitored on a day-to-day basis by the Headteacher, who reports annually to governors about the effectiveness of the policy

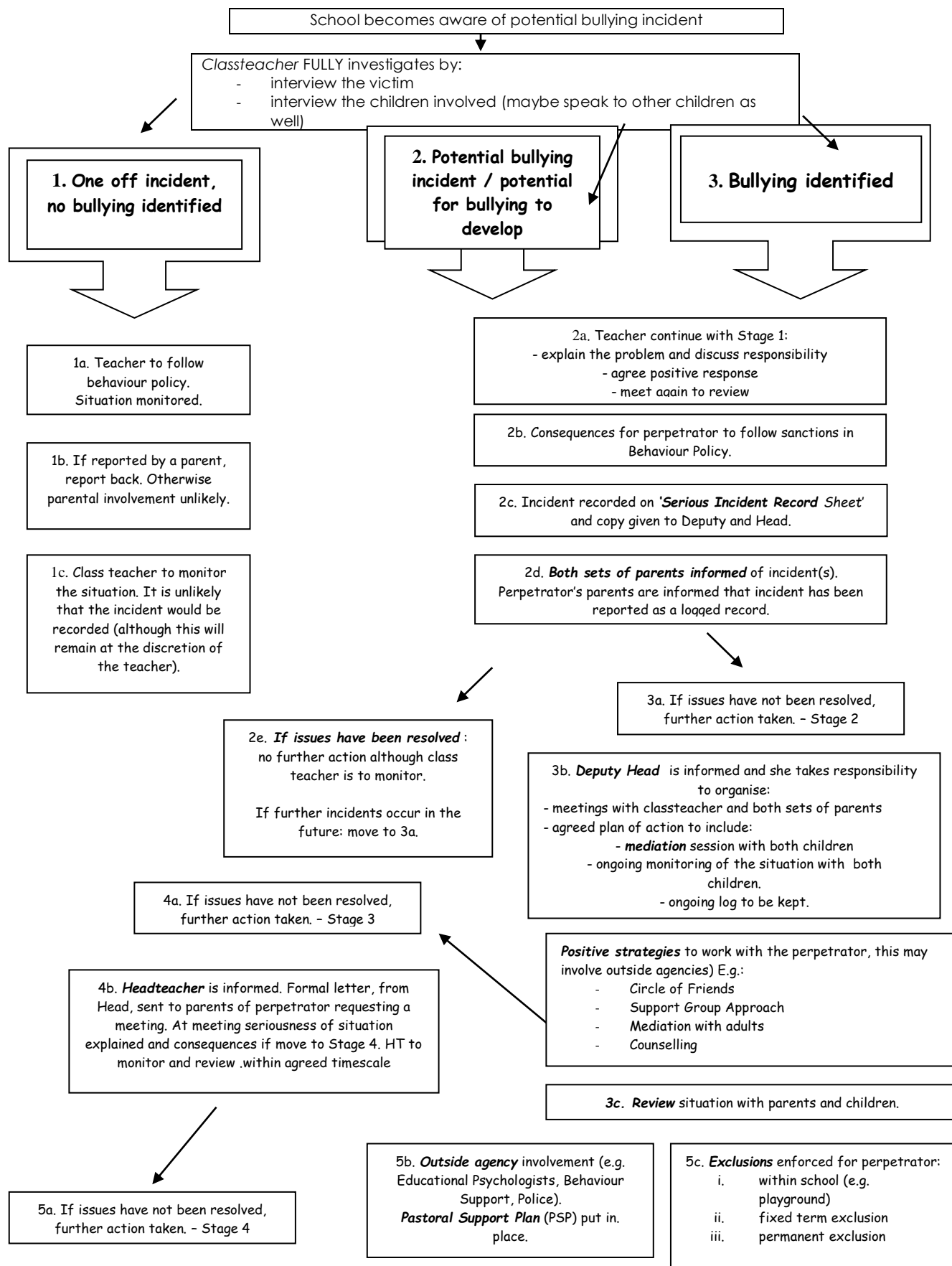
Appendices

Appendix 1 – Procedures for Addressing Bullying Behaviour

Appendix 2 – Information for Parents and Families

Appendix 3 – Information for Pupils

All Saints' Catholic Primary School
Procedures for Addressing Bullying Behaviour



All Saints' Catholic Primary School

Anti-Bullying Policy

Information for Parents and Families

Parents and families have an important part to play in helping us deal with bullying.

Watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect symptoms of bullying. It can be helpful to ask questions about progress and friends at school; how playtimes and lunchtimes are spent; and whether your child is facing problems or difficulties at school.

If you suspect your child is being bullied

- *calmly* talk to your child about it
- *reassure your child* that telling you about the bullying was the right thing to do
- explain that *any further incidents* should be referred to their class teacher immediately.
- *Arrange to see your class teacher* and explain the problems your child is experiencing.

Talking to the classteacher about bullying:

- *try to stay calm* – bear in mind that the teacher may have no idea that your child may be being bullied.
- *Be as specific as possible* about what your child says has happened – give dates, places and names of other children involved.
- *Ask if there is anything you can do* to help your child
- *Stay in touch* with the classteacher

If you feel your concerns have not been addressed:

- ask to see our Anti-Bullying Policy
- make an appointment to see Mrs Spark

If your child is bullying other children:

Often parents are not aware that their child is bullying others. We ask parents to discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression.

Children sometimes bully because:

- they don't know it is wrong
- they haven't learnt other, better ways to mix with their peers
- their friends encourage them to bully
- they are copying older brothers and sisters or other people in the family they admire
- they are going through a difficult time and are acting out aggressive feelings

To stop your child bullying others:

- *Talk to your child*, explaining that bullying is unacceptable and makes others unhappy
- *Discourage other members of your family from bullying behaviour* or from using aggression or force to get what they want
- Show your child how to join in with other children without bullying
- *Make an appointment* to see your child's classteacher; explain to the teacher your problems your child is experiencing; discuss with the teacher how you and the school can stop them bullying others
- *Regularly check* with your child how things are going at school
- *Give your child lots of praise and encouragement* when they are co-operative or kind to other people.
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All Saints' Catholic Primary School
Anti-Bullying Policy
Information for Pupils

What Can Children Do If They Are Being Bullied?

- a) Remember that your silence is the bully's greatest weapon.
- b) Tell yourself that you do not deserve to be bullied and that it is wrong.
- c) Be proud of who you are. It is good to be individual.
- d) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- e) Stay with a group of friends/people. There is safety in numbers.
- f) Be assertive – shout “No!”. Walk confidently away. Go straight to a teacher or member of staff.
- g) Fighting back may make things worse.
- h) Generally, it is best to tell an adult you trust straight away. You will get immediate support.
- i) 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.
 - *keep speaking up* until someone listens and does something to stop the bullying

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

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.