

In our school every day we learn, love and pray.

St Edmund's Catholic Primary School Anti-Bullying Policy

MISSION STATEMENT

"A learning community, celebrating Christ in all, building a kingdom of love, hope and joy."

Policy objectives

This policy outlines what St Edmund's Catholic Primary School will do to prevent and tackle all forms of bullying. St Edmund's Catholic primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

This policy must be implemented in conjunction with the following policies:

- Behaviour Policy
- Equal Opportunities Policy
- Online Safety policy
- PSHE Policy

Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Rationale

Everyone at St Edmund's School has the right to feel welcome, secure and happy to enable all members of our school community to be able to achieve their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent bullying happening and this policy supports this ethos.

Definition of bullying

The Department for Education has issued guidance aiming to help schools understand their responsibilities in relation to bullying. The guidance offers a definition as follows:

"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally." (DfE "Preventing and Tackling Bullying", July 2017)

At St Edmund's School, we would expand this definition; bullying is unacceptable behaviour that results in someone feeling hurt, threatened, frightened or unhappy. It is a deliberate physical or verbal act, often done to cause distress in order to give a feeling of power, status or other gratification to the bully. A pupil is bullied when any of the following happen repeatedly and over time:

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- Verbal insults –such as swearing, nasty nicknames, personal insults, racial and sexist taunts, malicious gossip, persistent teasing, spiteful practical jokes, offensive comments, spreading hurtful and untruthful rumours
- Aggressive and insulting gestures
- Deliberately and vindictively leaving a pupil out of a friendship group or activity consistently over time
- Intimidation, making a pupil do something against their will
- Physical assaults
- Vandalism against, or removal of, personal belongings, including school work
- Cyberbullying – 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.

Where bullying does exist, the child/ren involved must feel confident in using our anti-bullying systems to bring it to a swift end. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in school.

Aims

- To provide an environment in which all pupils and adults feel safe from and able to tackle bullying.
- To provide an environment in which all are treated with respect, all voices are heard and all contributions valued.
- To strive to ensure that individual needs are catered for and differences are viewed positively.
- To strive to ensure that all individuals are treated as we would wish to be treated ourselves.
- To work collaboratively to encourage all parents and carers to support school policy and procedures.
- To promote tolerance of race, gender, culture and religion and celebrate differences.
- To promote Catholic Social Teaching values, respecting the dignity of a human person

Actions to Tackle Bullying

Bullying causes great unhappiness. As part of our commitment to the well-being of all of our pupils, we regard bullying as totally unacceptable behaviour and we at St Edmund's School will do our best to ensure that bullying does not take place. However, we must always be alert to the possibilities of bullying occurring. In such cases the school has a clear procedure for dealing with it. Bullying is a complex issue where both bullies and victims need help and support.

Prevention is better than cure, so at St Edmund's we will be vigilant for signs of bullying and will always take reports of incidents seriously. Children are encouraged to tell an adult if they are unhappy or being picked on at an early stage before bullying can develop. The aim of our anti-bullying strategy is to provide a consistent ethos that prevents instances in the first place, reacts to reports in a reasonable, proportionate and consistent manner and protects the pupil. All complaints of bullying will be treated seriously and will be acted upon promptly. We will use the curriculum whenever possible to reinforce the ethos of the school.

Pupils are told that they must report any incidence of bullying to an adult within the school, and if another pupil tells them that they are being bullied, or if they see bullying taking place, it is their

responsibility to report this to a member of staff. Any member of the school staff is always available to listen to children.

All reported incidents of bullying will be investigated and taken seriously by staff members. Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. Each pupil will be given an opportunity to talk and the discussion will remain focussed on finding a solution to the problem and stopping the bullying happening again. A record will be kept of all incidents reported, including at lunchtimes and break times. Detailed incident logs are centrally logged on Integris using the following categories: verbal, physical, homophobic or racist. Parents are notified of all reported incidents.

Children need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying. We do not believe in children hitting back or retaliating – this only causes escalation and under no circumstances will this type of behaviour be tolerated or encouraged.

Parental Involvement

At St Edmund's School we believe that one case of bullying is one case too many and parents are encouraged to approach the school in every instance where they suspect their child is involved in or is a victim of bullying. Outside agencies will be involved where appropriate to provide support.

- If you suspect your child has been a victim of bullying, talk to your child about the experiences, particularly who was said to be involved, where and what has happened and how often.
- Explain to your child that should further incidents occur they should be reported to a member of staff immediately.
- Speak to the class teacher who will take action to deal with the problem.

When talking with teachers about bullying:

- Be as specific as possible, bear in mind that the teacher may not know your child is being bullied, or may have heard conflicting accounts of an incident
- Stay in touch with the teacher to let them know when things improve, as well as if problems continue.

If your child is bullying another child:

- Often parents are not aware that their child is involved in bullying
- Make clear to your child that such behaviour is unacceptable
- Work with the school to develop ways to change the behaviour
- Give your child praise and encouragement when they are co-operative and kind to other people.

Preventing Bullying

All at St Edmund's School will endeavour to follow the Mission Statement and School Rules to ensure that bullying incidents do not occur. We all take great pride in promoting positive behaviour and raising self-esteem by implementing a positive reward system whereby all children have the opportunity to succeed. The children are encouraged to make good choices and are always challenged to reflect on any inappropriate behaviour by reflecting on the school rules and the consequences of their actions.

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Assemblies and other events are used to celebrate achievements and successes in order to promote positive relationships and behaviour. These are particular times when our mission statement and school discipline policy are reinforced, where the children are supported and challenged and where they can experience what it is like to be a part of our loving, caring and nurturing school family. The rights, rules and responsibilities of the school community are fostered amongst pupils, to encourage the development of good inter-personal skills and to develop an environment where mutual respect is highly valued. To do this we encourage pupils to:

- Work and play co-operatively, helping each other with problems related to work or friendships
- Participate fully in our Anti-Bullying Week each November
- Compliment each other on work and behaviour
- Use polite language in their day-to-day conversations with each other
- Support new pupils in class
- Use “The rainbow room” as a safe place to talk to an adult about their worries
- Through PSHE, Catholic Social Teaching, assemblies and the SMSC curriculum, we strive to create an atmosphere of happiness, friendliness, and mutual respect and support. We use PSHE to teach social skills, build confidence, promote effective communication, and develop empathy and sensitivity towards one another.

Victim Support

- Early identification – **All children will be listened to**
- Bullying behaviour will be investigated
- Pupils will be made aware of the appropriate sanction imposed
- Pupils will be given some advice on how to respond in any similar situation
- Adults involved will make every effort to restore the victim’s self-esteem.

This policy is seen as an integral part of our Behaviour Policy and it is essential that parents continually support us in its implementation (see Behaviour Policy).

Bullying outside school

The school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school, for example during journeys to and from school, in after school activities, or through the use of technology such as the internet or mobile phones outside of school hours. The Education and Inspections Act 2006 gives Headteachers the power “to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site (which is particularly pertinent to regulating cyberbullying)”.

Role of the Local Authority

If you have reported to the school that your child is being bullied and you feel the school has not followed the processes outlined in this Anti Bullying policy and therefore, you feel your concern has not been resolved, you must follow our Complaints Policy (available from the office or on our website.) If you have followed the school’s complaints procedure about bullying of your child and are still unsatisfied, you can contact the Local Authority for further support. Schools and governing bodies manage their own complaints and are not legally accountable to the local authority, but the local authority wish to help schools and parents to resolve bullying concerns in the best interests of the young person concerned. Therefore, if you would like to talk to someone about the bullying of your child please phone the Family Information Service on **0345 241 2487** or visit www.oxfordshire.gov.uk/parents.

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Review

The governing body reviews this policy every two years. The governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

Reviewed: **December 2017**

Reviewed: **January 2020**

Next review date: **January 2022**