Anti-Bullying Policy

St. Vincent's Catholic Primary School

Together, through Christ, we grow and learn

Date of Policy: September 2021   **Date of Review:** September 2024
Person Responsible: Danielle Duffy
Presented to Staff and Governors: September 2021

1. Aims

- To challenge bullying effectively in order to improve the safety and happiness of pupils, maintaining the school's caring ethos and making it clear to all, that bullying behaviour is unacceptable.
- To develop a caring, cooperative and rights respecting environment.
- To foster Christian values, which recognise the uniqueness of the individual, respecting each other as well as adults.
- For the children to have a high esteem of themselves.
- To identify what is meant by bullying behaviour
- To make children aware of the different types of bullying e.g. verbal, emotional, physical and cyber
- To encourage children to speak out about bullying and provide them with multiple pathways to do so.
- To reduce the likelihood of bullying.
- Provide guidelines for staff on how to deal with incidents of bullying.
- Provide support for victims of bullying.
- Provide support for bullies in developing new, more appropriate patterns of behaviour.
- To encourage parents and carers to work in partnership with the school in addressing the issue of bullying.
- To become a sustainable Rights Respecting School and endeavour to uphold the values and principles of the UNCRC at all times.

2. Implementation

What is bullying?
Bullying is deliberately hurtful behaviour repeated often and over a period of time.
Bullying can be:
Physical: pushing, kicking, hitting, pinching and any other form of violence or threats
Verbal: name-calling, sarcasm, spreading rumours, persistent teasing, taunting, jokes
Emotional: excluding, ignoring, tormenting (hiding things, threatening gestures), ridicule, humiliation
Having money or other things taken from you or damaged.
Cyber-see Online Safety Policy

Strategies used to reduce bullying
- Promote the anti-bullying policy during assemblies and collective worship, to help children to understand what bullying means and to consider its causes and effects.
- During circle times within class, ensure children are clear on what constitutes bullying and what pupils can do to prevent bullying through discussion, role-play and stories.
- Hold an annual anti bullying week, including a range of different activities, to coincide with National Anti-Bullying week.
- Use drama for children to investigate bullying situations and how to respond appropriately to situations.
- Promote ways to help children speak out when they are bullied or when they witness bullying.
- Train children as peer mentors (Pupil Chaplaincy Team and Sports Ambassadors) who will provide playground support for children who are unhappy.
- Friendship bench on the roof for children feeling isolated and have no one to play with.
- Use of Circle of Friends to help individual children.
- Worry Box in every classroom

3. **Staff Responsibilities**
- Staff are vigilant and responsive to bullying in the classroom, playground and around the school building.
- All staff must act consistently when addressing incidents of bullying. When dealing with bullying, all staff adhere to the anti-bullying policy.
- To use direct action, which reminds pupils, that bullying is unacceptable and will not be tolerated.
- Keep accurate records of incidents.
- Inform parents in early stages of bullying and involve them in the strategies used to prevent bullying and promote positive behaviour.
- Follow up incidents to check that the bullying is not continuing.
- Support staff to report incidents of bullying to the Class teacher, who in turn reports to the Head teacher, who reports to governors.
- Regularly remind the whole school community and make them aware of the anti-bullying policy (through staff meetings to inform new teachers, assemblies at the start of academic years/ new terms).
- A designated member of staff will support and train the peer mentor group, meeting regularly.
- SENCO and Computing Leader to work together closely with Designated Safeguarding Leads to ensure appropriate coverage of online safety schemes of work. Where possible, Computing Leader to liaise with external specialists to address online safety and cyber bullying.

4. **Monitoring and Reporting**

Consequences for Bullying
- The class teacher/ lunchtime supervisor should first deal with the situation.
- A major incident of bullying, which occurs in the class/ playground, will be recorded on CPOMSby the teacher/ lunchtime supervisor.
- Children will write their own report of an incident on a reflection form, which is to be scanned and saved on CPOMS.
- Parents of the bully and the victim will be informed verbally of significant incidents.
- When instances of bullying continue to occur with individuals, parents will be asked to come into school and discuss the situation.
- Victims of persistent bullying will be asked to keep a diary to record all incidents of bullying and by whom.
- Teachers and SLT will record all incidents and subsequent actions on CPOMS
- In extreme cases of persistent bullying the Education Psychologist and/or the Behavioural Outreach Team will meet with the victim and the aggressor to assess the situation and suggest strategies to move forward.

5. **Opportunities for Spiritual and Moral Development**
In Catholic education, we are aware that all knowledge and understanding comes from God. Through a positive and cooperative anti bulling policy we will provide opportunities for pupils' spiritual and moral development in the following ways:
- Modelling and encouraging respect for one another.
- Valuing the uniqueness of individuals.
- Treating others, as we would expect to be treated ourselves.

6. **Equal opportunities**

We should ensure that the specified aims are implemented for all children regardless of race, religion, gender, ability and disability. We will do this by:
- All teachers consistently following anti bullying policy and strategy used.
- When addressing incidents of behaviour, all children will be treated equally and fairly.
- Staff will adhere to the policies for race and equal opportunities.

7.   Health and Safety

- Physical bullying with high risks of health and safety will be treated very seriously.
- Children who are a danger to themselves and to others will be removed from the situation immediately.