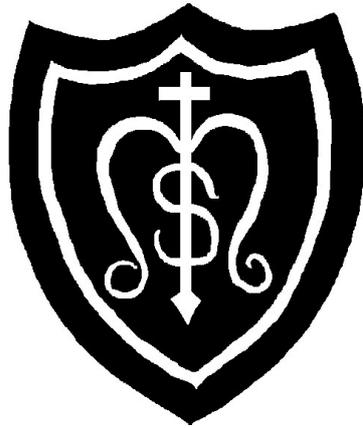


St Mary's Catholic Primary School



ANTI-BULLYING POLICY

Date approved by Governors: May 2022
Date for Review: May 2024

Anti-Bullying Policy

*"I give you a new commandment;
love one another, just as I have loved you,
you must love one another"*

John 13:34

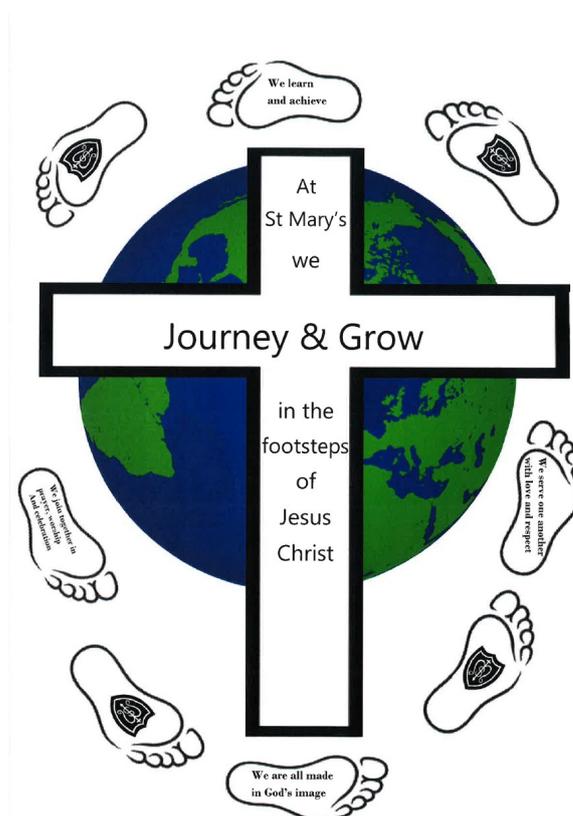
St. Mary's Catholic Primary School is committed to providing a safe and caring environment. We firmly believe that every child has the right to feel safe, happy and respected.

Introduction

Bullying will not be tolerated by our staff, our parents or our parish community.

At St. Mary's we value every member of the school community with their own dignity given by God

- We do not accept bullying behaviour which threatens the rights of others to live, learn and work
- We will listen/offer support to children who are having problems with their relationships
- We will listen to all reports of bullying and investigate
- We will use sanctions where bullying behaviour is clearly proven
- We will plan opportunities to promote the school's anti-bullying policy
- We will encourage parents to be involved in dealing with bullying behaviour
- We will inform all parents of the content of this policy



Our School Aims:

- To teach the Catholic Faith and lead the children to a more active and personal faith in Jesus Christ, who is the Way, the Truth and the Life.
- To provide a safe, secure and caring environment, which reflects the Christian way of life.
- To nurture each child's spiritual, emotional and personal development.
- To provide each child with opportunities and experiences to enjoy learning and to develop their potential to the highest level.
- To develop each child's understanding of how to be healthy and safe.
- To enable each child to express themselves and to make reasoned judgements and choices.
- To ensure continuity and progression within all areas, by careful monitoring of practice and the application of assessment procedures.
- To foster good relationships and a caring and unselfish attitude towards others, encouraging children and adults to be polite and helpful.
- To collaborate with other agencies and services in order to provide children with quality education, support and care.
- To work with parents/carers as partners in their child's education, listening to their views and providing guidance and support as appropriate.
- To encourage each child to value our school in Bognor Regis and to make a positive contribution to their local and global community.

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time (**Several Times On Purpose**), that intentionally hurts another individual or group either physically or emotionally. 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 or gender. It might be motivated by actual differences between children, or perceived differences.

Many experts say that bullying involves an imbalance of power between the bully and the victim. The imbalance of power can show itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate.

It can include:-

- **Physical** – pushing, kicking, hitting someone, stealing or breaking someone's things
- **Verbal** – name calling, insulting, racist remarks, making fun of someone, frightening someone into doing things they don't want to do
- **Indirect** – spreading nasty stories about someone, excluding someone from social groups

- **Hate Incidents** – bullying based on ethnicity or race, faith, sexual orientation, disability or gender identity will not be tolerated. Sanctions will be sued and the incident reported to WSCC Safe Communities Team.
- **Cyber Bullying** – can happen at all times and uses technology – e.g. through social media sites, through mobile phone or gaming sites. We will participate in an Internet Safety day each year.

An Anti-Bullying Culture

At St. Mary's we work hard to establish an anti-bullying and caring culture. Children in our community are all valued. The message to all in our community is that bullying is unacceptable and that telling is not "telling tales" on people. *"So always treat others as you would like them to treat you"* Matthew 7:12

All children have copies of the anti-bullying leaflet produced by the School Council in child friendly language and this is displayed prominently in all classes throughout the school. This is provided to all families and is displayed in the entrance area.

Whole School/Classroom Strategies

- Assemblies and Collective Worship;
- An Education in Personal Relationship Programme from Reception to Year 6, all classes follow a programme which develops their understanding and value for themselves, their family and of the community, it includes specific work on issues such as bullying, self-esteem and choices;
- Provide all staff with resources to support their work with developing self-esteem and relationship education;
- Provide staff with training and advice on how to manage bullying incidents and continue to develop an anti-bullying culture;
- Work with parents to develop a caring community and resolve difficulties if they arise;
- School Council – Pupil voice given opportunities to change/enhance the anti-bullying culture;
- All adults take time to know the children they work with and listen to their worries/concerns;
- Circle Time – develops listening skills, self-esteem and value for others through a range of activities;
- Role Play/Puppets/Stories – opportunities to explore incidents and choices through drama and stories.

Playground Support

- We ensure that there is a range of playtime equipment available and that children understand how to play fairly;
- Sports leaders - children from the top end of the juniors are trained to play games and work in playtimes to help the children organize and set up their own games;

- Lunchtime Partners mix children from older and younger classes to build cross-phase friendship and understanding;
- Peer Mediators: Help children to resolve any issues before they escalate;
- Adults supervise and observe playground, intervening to support children and develop positive play;
- Teaching particular activities and ways to respond to situations, usually through Ten:Ten (RSE) and Circle Time.

Procedures following a reported incident of bullying:

Children are encouraged at St. Mary's to tell an adult if bullying of any kind is taking place.

- If a member of the non-teaching staff is told this report must be given to the teacher of the child or the Deputy Headteacher, Mrs Beaven or Headteacher, Mr Edgington. All teachers must give copies of behaviour reports to Mrs Lockwood;
- The adult will investigate what action should be taken;
- We will listen carefully to all involved, establish the facts and possible solutions, take action and evaluate its success;
- All 'established' acts of bullying will be recorded in writing e.g. the children will, with adult support, record:
 - Who was involved
 - Where and when it happened
 - Why they think it happened
 - What action might be taken.

The adult will add what action was taken and how it was followed up (see appendix i for example).

What Happens Next?

The parents of the victim and bully will be contacted and encouraged to be involved, as appropriate, in the management of the action. Parents of the bully will be asked to be involved in the implementing of sanctions to encourage children to improve their behaviour.

The Victim

The child who is the victim and his/her parents will be informed that action has been taken and the general strategies used by the school in bullying incidents.

The victim of the bullying will be offered the opportunity to talk to a chosen adult or if appropriate older child/or peer as a support. Regular checks (at least weekly for the first half term) will be made on the victim's wellbeing by the Headteacher or Deputy and class teacher.

It may be appropriate to offer the victim support to develop their confidence and interpersonal skills. This may be done in a small group. In some cases, specialised therapeutic support may be provided through a trained teaching assistant, in a group or with the school counsellor.

The Bully

The bully will receive a sanction depending on their age, regularity and severity of their behaviour. Sanctions that can be used are loss of playtime, loss of privileges through to exclusion where bullying is judged to be particularly severe or persistent. In matters of exclusion, we use the Department of Education Guidance advice to guide our decisions. It may be appropriate to offer the bully support to develop their self esteem and interpersonal skills. This may be done in a small group. In some cases specialised therapeutic support may be provided one to one or in a group.

An individual behaviour plan or Pastoral Support Programme may be drawn up for the children whose bullying is of a serious manner or on a regular basis. The support and advice of the Inclusion and Support Team - Behaviour, Educational Psychologist, Child and Family Team may be requested. This will be evaluated at least termly.

Monitoring

Incidents of bullying will be monitored by the Headteacher, Deputy Head, Mrs Lockwood (SENCo) and class teacher on a regular basis i.e. for a minimum of half a term following the incident. This period of time may be lengthened if this is felt appropriate or necessary.

The number of recorded incidents and strategies used by the school will be reported to the Full Governing Board on a termly basis.

Bullying and Pupils with Special Educational Needs

We recognise that children with disabilities, learning difficulties and Autistic Spectrum Condition can be particularly vulnerable to bullying. We will ensure that these pupils have support at playtimes so that they can join in, to the degree they wish. We will support them to develop relationship skills and skills to know what to do and who to talk to when things are difficult. They will each have a named teaching assistant with whom to share their concerns.

Appendix 1 BEHAVIOUR REPORT FORM:

NAME:.....YEAR:.....

1. What do you think happened?
2. Why do you think it happened?
3. Who was involved in the incident?
4. Where did the incident happen?
5. When did the incident happen?
6. What do you think should happen now?
7. I talked about this with and we decided that I

Pupil's signature.....date:.....

Teacher's Signature:.....date:.....

Action Taken:

Date:

Signed:

Monitoring Reviews

	Date	Comments	Signature/initials
Week 1			
Week 2			
Week 3			
Week 4			
Week 5			
Week 6			

Comment/Further Action to be taken:

Appendix 2

Advice for parents on cyberbullying

Useful websites:

www.gov.uk/government/uploads/system/uploads/attachment_data/file/444865/Advice_for_parents_on_cyberbullying.pdf

www.nationalbullyinghelpline.co.uk

www.nspcc.org.uk/preventing-abuse/

www.kidscape.org.uk

https://anti-bullyingalliance.org.uk/sites/default/files/uploads/attachments/ABA_BULLYING_PACK_0.pdf