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St Mary's RC Primary School – Anti Bullying Policy

Version	Date	Amended by	Recipients	Purpose
2	February 18	SLT	All Staff	update

This document requires approval by governors

Name	Position	Date Approved	Version
Marie Pollitt (chair PCS)	Pupils Curriculum and Standards Committee		2
Mr Mike Aston	Safeguarding Governor		2

Distribution

This document has been distributed to:

Name	Position	Date	Version
	All Teaching Staff	Feb 18	2
	All Support Staff	Feb 18	
	Governors	Feb 18	

Rationale:

“Through a broad, rich and challenging education, that is inclusive and fair, we seek to enable each child to develop their gifts and talents fully, using them to enrich the world and its people both today and in the future.

We seek to encourage and maintain high standards in all we do, including high standards of behaviour.” (From St Mary’s Mission Statement).

Introduction

At St. Mary’s we believe that bullying can be any behaviour that damages a child’s self-esteem or sense of well - being, or causes them physical harm. This would normally be over a period of time. However, an individual incident may also warrant investigation under this policy. A bully could be any adult or child within the school community, including governors, staff, pupils, parents or visitors.

This policy follows the guidance from the DCSF (Department for Children, Schools and Families) *“Don’t Suffer in Silence”* and *“Working Together to Safeguard Children”* which clearly outline the expectation that schools will implement rigorous anti bullying strategies. It is rooted in our Catholic ethos which demands that all children and adults in school are treated with respect. The policy is to be followed alongside our Behaviour Inclusion Policies and Child Protection Policies.

We believe that bullying is not acceptable under any circumstances and acknowledges that support will need to be given to both the victim and the perpetrator.

Aims of this Policy:

- To fulfil the school’s statutory responsibilities to respect the rights of children and to safeguard and promote welfare.
- To eliminate intimidating behaviour and promote a school ethos in which pupils are safe and able to realise their full potential.
- To promote a consistent, whole school approach to preventing incidents of bullying and to dealing with them when they do occur.

Objectives of this Policy:

- To create a proactive approach to preventing bullying in school.
- To ensure that pupils, parents/carers, staff and governors are aware of what steps to take when bullying occurs.
- To clarify the extent of the problem and monitor incidents to evaluate and improve strategies used to prevent and deal with incidents.
- To provide support for the victims of bullying, to enable them to regain confidence and self-esteem and ensure they feel safe at school.
- To address with the perpetrators their problematic behaviour in a firm and fair manner and to provide them with support to enable them to change their behaviour.
- If it is alleged that pupils from our school are bullying other children outside our school, the situation will be discussed with the bully and the perpetrators parents will be informed.
- If a pupil from our school is found to be a victim of bullying by someone not of our school community, the pupil will be offered support and the victim's parents will be informed. The Head Teacher of the alleged perpetrator's school will be informed.
- If there are general concerns about a child's safety outside school, the local police will be informed and their help sought in making the area around the school premises more secure.
- If information is received that a child is being bullied by a member of his own family, outside of the school day, our child protection procedures will be followed.

Prevention

All members of the school community are responsible for taking a pro-active approach to preventing bullying in school. Staff will constantly reinforce the message on a day to day basis to children that bullying is unacceptable and in addition, the following guidelines will be followed:

- Raising of the issue at a whole school level through school assemblies.
- Raising of the issue at a classroom level through R.E and PSHE lessons and circle time.
- Raising of the issue at small group and individual level for those who have been affected, both victims and perpetrators, through a range of strategies including learning mentor led activities, e.g. friendship groups, self-esteem and confidence building games as well as peer or adult mentoring or counselling.
- Ensuring adequate supervision at vulnerable times e.g. lunchtime, home time etc.

- Where possible, modifying to the building to minimize vulnerable areas e.g. toilets, cloakrooms etc.
- Encouraging an open, trusting dialogue with children and parents, to ensure problems are identified early and children do not hide their concerns.

Parental involvement

We acknowledge that the best outcomes emerge when professionals, parents and carers work together. Parents are informed about bullying, whether the child is an alleged perpetrator or victim. The school meets with parents to explore possible support and intervention. Parents are always given dates for follow up meetings to ensure that incidents are followed through.

Implementation

Children will be made aware that bullying behaviour is not acceptable and we will ensure that they understand the procedures they may follow if they are concerned.

Children will be made aware of the following guidelines:

- If you feel you are being bullied, tell an adult in school or tell your parents and they will contact school.
- Adults will not tell the children doing the bullying that you have told if you do not wish.
- The adults in school will help you find ways of stopping the bullying.
- The adults in school will find ways to stop the bullying.

Parents may use the following procedure when reporting alleged bullying incidents:

- Speak to child's class teacher.
- If the situation is not resolved speak to Ms Garvey (Head Teacher)
- Ms Garvey will keep in regular contact with the parents to discuss how the situation is being dealt with.
- If the situation is still not resolved, parents may wish to speak to the Chair of Governors.

(This is a summary of the guidelines identified in the school complaints policy which will be followed when investigating complaints about bullying – see school complaints policy)

The response taken by school will be tailored to each individual child's needs and may include:

For the victim:

- Immediate action to stop the incident and secure the child's safety.
- Positive reinforcement for the child, emphasising the importance of having reported the incident.
- Informing child's parents.
- Reassurance that the victim is not responsible for the actions of the perpetrator.
- Sympathy and empathy.
- Referral to the Pastoral Support Worker.
- Adult mediation between the children concerned and reconciliation where possible.
- Peer mediation, peer mentoring.
- Extra supervision, monitoring.
- Creation of opportunities for safe, secure learning and play e.g. change of working table, encouragement of different friendship groups etc.
- Arrangements to review progress.

For the perpetrator:

- Immediate action to stop incidents of bullying.
- Engagement with the perpetrator to reinforce that bullying behaviour is unacceptable and is a breach of school rules.
- Application of sanctions in proportion with the severity of the incident, e.g. loss of privileges, loss of playtimes, removal from the class or group, fixed term of exclusion, (see behaviour policy)
- Informing of child's parents.
- Referral to Pastoral Support Worker and involvement in friendship groups, self-esteem activities etc.
- Adult mediation between the perpetrator and the victim (if appropriate)
- Peer mediation between the perpetrator and the victim (if appropriate)

- Rewards, praise for kindness to others to promote positive behaviour and prevent further incidents.

Monitoring and Evaluation

Incidents of bullying are to be recorded on The CPOMS electronic system for safeguarding. Complaints regarding bullying will be dealt with in line with our school complaints procedure. A statement recording number of bullying incidents each term and types of bullying, will be made each term on the head Teacher report to governors.

A nominated governor will review the CPOMS electronic recording bullying incidents annually, alongside the school SLT. Recommendations for changes to the policy to make it more effective will be discussed by the Governors curriculum committee and the SLT.

It is anticipated that the number of recorded incidents will increase in the first instance, as this policy requires more formal official monitoring than the previous policy. The initial years monitoring will provide a base line for future monitoring.