

Our Lady's Catholic Primary School



Anti Bullying Policy

Date	Action
January 2025	Reviewed & updated
February 2025	Shared with staff
March 2025	Presented to Governing Body; Full Governing Body ratification
November 2023	Presented to staff and reinforced, post-ratification
January 2027	Next review

Introduction

At Our Lady's Catholic Primary School, we believe that all members of the school community have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

We recognise our foundation in the Catholic Church and aim to serve our community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian values through the experience it offers to all its pupils.

Our intention is to provide a happy caring environment in which an individual child can learn to value excellence, achieve his/her potential and discover for themselves a genuine delight in learning.

The anti-bullying policy takes its place within the general aims of the school. It has close links to the SEAL, Child Protection, Behaviour, Anti-racism and PSHE policies and is set within the framework of the Every Child Matters Agenda. It has been developed in line with legal requirements and statutory guidance and is linked to the following policies:

- Child protection
- Safeguarding
- Behaviour
- Equality
- Inclusion
- Disability
- Confidentiality
- E-Safety

Vision

At Our Lady's Catholic Primary School, we strive to:

- Provide a happy, secure and caring environment where all children are valued as individuals;
- To prevent acts of bullying and provide effective supervision to prevent any opportunity for inappropriate behaviour;
- To promote Anti-Bullying initiatives through a child-led 'Anti-Bullying Ambassadors' Scheme (The Diana Award);
- To identify and deal with every act of bullying;
- Develop independent learning skills through a broad, balanced and inspirational curriculum suited to our community and teach an awareness of bullying and how children can identify, expose and overcome all bullying they encounter;
- Enable all our children to understand the wider world and be able to interact with this, and as part of it, as responsible citizens. Also help children to understand the consequences of their behaviour for themselves and others;
- Nurture Christian values in all aspects of school life;
- Instil a sense of belonging where each individual is respected and differences are celebrated;
- Build self-esteem and confidence, so developing lifelong learners, who are able to reach their full potential;
- Work in partnership with all members of the wider school community to continue to move the school, curriculum and all in it forwards;
- To act professionally and sensitively when dealing with bullying incidents;
- To work with children and parents to modify inappropriate behaviour and improve outcomes for all children involved.

Our Lady's is a place where:

- Children are happy, motivated and engaged in their learning and have a say in the direction of the school and their learning;
- Adults are welcoming, consistent, approachable, flexible and highly skilled;
- The Christian ethos is evident through the actions of all in the school community;

- The learning environment reflects the high expectations.

Rational

That every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Our approach is to build the children's self-esteem and confidence and for our approach to be consistent across the school. We intend that the policy is clearly understood and shared by all: children, staff and parents.

Our Lady's Catholic Primary School's definition of bullying

Bullying usually has three common features:

- It is deliberate, hurtful behaviour;
- It is repeated, often over a period of time;
- It is difficult for those being bullied to defend themselves.

Bullying can be identified as:

- direct (verbal or physical)
- indirect (including the spreading of stories or rumours, excluding pupils from groups or activities, cyber bullying).

Bullying may include:

- Cyber-bullying;
- Prejudice-based bullying related to special educational need, homophobia, gender, race, religion and belief, or disability;
- Emotional bullying - persistently being unfriendly; sustained behaviours over a period of time that deliberately causes upset to another;
- Physical bullying - pushing, kicking, hitting, punching or any use of violence;
- Sexual bullying - unwanted physical contact or sexually abusive comments;
- Verbal bullying - name calling, sarcasm, spreading rumours, teasing.

Our Lady's Catholic Primary School Procedure:

All members of the school community have a responsibility to recognise bullying and to take appropriate action when they are aware of it happening. The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected we will:

- Talk to the suspected victim, and any witnesses individually and reassure them they have done the correct thing bringing the matter to a member of staff's attention;
- Identify the perpetrator and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated;
- Follow procedures outlined in the Behaviour Policy if the perpetrator owns up to their actions;
- Ensure incidents of bullying are recorded on the school's CPOMS system;
- Consistently use Restorative Justice procedures with all children;
- Keep an informal log of incidents if there are concerns;
- Involve all parties together to discuss the issues;
- Allow children time to sort things out;
- Support & empower children to resolve the conflict & understand their role in the issues;
- Establish an agreement between the children and where needed, inform parents;
- Follow up with further discussions with individuals as and when appropriate;
- Have an understanding of the nature and offensiveness of racist, sexist and homophobic bullying as integral elements within our approach to dealing with bullying.

If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures (see Behaviour and Exclusion Policy).

Sanctions for dealing with bullying

The following sanctions may be applied as appropriate to the circumstances, although alternative sanctions might also be appropriate:

- Isolation from peers at break time or lunch time;
- Temporary withdrawal from class;
- Internal exclusion;

- Withdraw from off-site visits;
- Issuing a home/school behaviour contract or Individual Behaviour Plan;
- Fixed term exclusion;
- Permanent exclusion.

What Can Children Do If They Are Being Bullied?

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be a unique individual.
- Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – say "No" or "stop!" Then, walk confidently away. Go straight to a teacher or member of staff.
- Fighting back may make things worse and can not be condoned.
- Generally, it is best to tell an adult you trust straight away. You will get immediate support.
- 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.

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

- 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. Be an upstander not a bystander.
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

Prevention & strategies to reinforce Our Lady's Catholic Primary School Policy on Anti-bullying:

- Anti-bullying week;
- Anti-Bullying Ambassadors - a council of children run initiatives across the year;
- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyberbullying;
- Children participate in role play work in class as part of PSHE and SMILE;
- Making use of curriculum opportunities to raise pupil awareness e.g. through RE, cross curricular themes, drama, story writing and literature;
- A whole school reward system - Recognition Certificates;
- Good quality role models;
- Adult modelling of appropriate response to a wide range of scenarios;
- Children & parents have a good knowledge of the procedure/policy;
- Children have a clear understanding of their rights & responsibilities;

- E-safety frequently discussed and taught;
- Use of Play Leaders;
- Adults to deal with a situation, even if minor. Talking to the children may prevent the situation escalating.

The role of governors

- The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of the school's anti-bullying policy.
- If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via the clerk.

The role of the Head Teacher

- It is the responsibility of the Head Teacher to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and nonteaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Head Teacher ensures that all children know that bullying is unacceptable behaviour.
- The Head Teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

The role of all staff

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All staff are proactive in promoting equalities and diversity.
- All adults are to deal with situations quickly and by using Restorative Justice methods to prevent situations escalating.
- All adults are to follow up what they have said e.g. keeping an eye, follow up discussion etc.

- Teachers are responsible for recording all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the Head Teacher.
- Staff must record all incidents of bullying that occur both in and out of class. The school also record incidents that occur near the school, or on the children's way between school and home, that we are aware of. All adults who witness an act of bullying should record it on CPOMS.
- When any bullying is taking place between members of a class, the teacher will deal with the issue immediately, in accordance with the Our Lady's procedure, including counselling/pastoral support for both the victim and perpetrator of the bullying.
- All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

The role of parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully.
- Please inform school immediately; we will deal with it following school procedures.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately. ***Remember incidents are confidential; do not discuss them with other parents on the playground. Speak to school staff if you have concerns.***

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school. If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body.

Monitoring and review

This policy is monitored on a day-to-day basis by the Head Teacher, who reports to governors on request about the effectiveness of the policy. This anti-bullying policy is the governors' responsibility, and they review its effectiveness via the Head teacher report, discussions with the Head Teacher and, if necessary, by examining the school's CPOMS system, where incidents of bullying are recorded. Governors can analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.