



St. Cecilia's Catholic Primary School
Anti-Bullying
Statutory Policy and Procedures

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Next Review

Summer term, Annually

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St. Cecilia's Catholic Primary School - Anti-Bullying Policy

School Mission Statement

At St Cecilia's

- *We live by God's Word and share His love throughout our school and global family.*
- *We respect and value the contribution that we each make throughout our journey.*
- *We encourage every individual to be an inspired learner for life.*

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that *anyone* who knows that bullying is happening is expected to tell the staff

To this end our anti-bullying policy is informed by the values reflected in our School Mission Statement. It is also linked to a number of other school policies, practices and action plans including our Behaviour Policy, Complaints policy, Confidentiality Policy, Equality Policy and Scheme, PSHE and Citizenship Policy and the recording of racial incidents.

Definition

We define bullying as any sustained behaviour, verbal, non-verbal or physical, which is intentionally intimidating and causes hurt or distress to others irrespective whether it is prejudiced based bullying related to: SEN, sexual orientation, sex, race religion and belief, gender reassignment or disability

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to recognise the effect of their actions and learn different ways of behaving.

Essential elements of this definition are that:

- It is repetitive, wilful or persistent
- It targets a specific person or group.
- It is based on an imbalance of power, leaving the victim feeling defenceless.
- It is done with intent to hurt, injure, embarrass or isolate.

It is important to differentiate between bullying and everyday interaction. The 'normal' friendship difficulties that children may have are not in themselves bullying, but staff need to be aware that they may lead to bullying behaviour if issues are not resolved.

Bullying is not:

- When friends have an isolated quarrel and say unkind things to each other.
- When another child says an insensitive or hurtful thing without thinking.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Four Main Groups of Bullying

Bullying usually fall into four main groups

Physical: <ul style="list-style-type: none">● Hitting, kicking, pushing, pinching, punching● Taking belongings● Throwing things at you● Being forced to do something	Cyberbullying: <ul style="list-style-type: none">● Sending abusive texts/pictures or emails● Being abusive in chat rooms or on social networking sites
Verbal or written: <ul style="list-style-type: none">● Name calling (not agreed nicknames)● Insulting remarks, sarcasm● Making racist, homophobic or sexist remarks● Making threats● Persistent teasing	Indirect / Emotional <ul style="list-style-type: none">● Spreading nasty stories or rumours● Not talking to you● Exclusion/being left out of things other people are doing● Deliberately avoiding you / not sitting next to you

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

Signs and Symptoms

Some types of bullying, particularly emotional bullying can be hard to detect and hard to prove. Whatever the causes of bullying, bullies pick on others as a way of making life better for themselves.

Possible signs of bullying include:

- Feeling ill in the mornings
- Being reluctant or unwilling to come to school
- Being frightened of walking to or from school
- Begin doing poorly in school work
- Become isolated on the playground/lacking friends
- Become withdrawn, start stammering, lack confidence
- Become distressed and anxious
- Stops eating
- Cry themselves to sleep, have nightmares
- Have their possessions damaged or 'go missing'
- Ask for money, continually 'lose' their pocket money
- Refuse to say what's wrong
- Have unexplained scratches or bruises
- Begin to bully other children or siblings
- Become aggressive and unreasonable
- Give improbable excuses to explain any of the above
- Is afraid to use the internet or mobile phone
- Is nervous or jumpy when a cyber message is received

The above is not an exhaustive list and these signs could indicate other problems, however all require investigation.

Preventing, Identifying and Responding to Bullying

At St Cecilia's we ensure children understand the importance of reporting bullying whether it's towards themselves or others. We:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff including lunchtime staff to identify bullying and follow school policy and procedures on bullying.

Involvement of Pupils

At St Cecilia's we:

- Regularly canvas children's views on the extent and nature of bullying.
- Ensure children know how to express worries and anxieties about bullying.
- Ensure all children are aware of the range of sanctions (appropriate to age) which may be applied against those engaging in bullying.
- Involve children in anti-bullying campaigns in school including Anti-bullying Week using resources from Childline.
- Train older children to be peer supporters and playground friends
- Use of children's work in displays

- Offer support to children who have been bullied
- Work with children who have been bullying in order to address the problems they have.

Liaison with Parents and Carers

At St Cecilia's we:

- Ensure that parents/carers know whom to contact if they are worried about bullying. In the first instance this is usually the class teacher.
- Ensure we work with parents to try and resolve issues.
- Work with parents/carers and the local community to address issues beyond the school gate which give rise to bullying
- Encourage parents to keep records of any incidents and inform pastoral team staff of any issues as soon as possible.

Dealing with Bullying at St. Cecilia's School

All claims of bullying are taken very seriously at St Cecilia's.

- We aim to provide an environment in which differences are appreciated and all children feel valued.
- We ensure that staff and children have clear expectations of behaviour, that name-calling, racist remarks, teasing, or physical and verbal intimidation of any kind is unacceptable.
- Children are encouraged to discuss this issue through Circle Time, general discussion, religious work, or areas of the PSHE and Citizenship curriculum.
- Assemblies and "moral stories" offer opportunities to discuss bullying issues, and can encourage children to report incidents not only for their own benefit, but to help adults deal with the perpetrator.
- Children should understand that it is the inappropriate behaviour which we are trying to change, and that the child himself or herself is always valued.
- That there are clear procedures, which will follow any incident of harassment or bullying
- That children know they must report to a teacher, or mid-day supervisor any remark or action which could be seen as bullying, and that an accurate and careful record will be kept by the adult in the class behaviour file.

Procedures

- Children should report a bullying incident to a member of staff as soon as possible.
- Children who feel they are being teased or bullied may be put on a "hotline" with immediate access to the Senior Mid-day supervisor.
- Offer a Parental Notification of Incident form, which can help to enable the efficient sharing of information through a written format.
- Offer a mediated meeting so that parents can share information.
- Incidents are logged, and reported back to the class teacher, with serious or repeated incidents reported to the Senior Management Team.
- The class teacher will discuss the incident with the parents or carer, and agree appropriate strategies and offer the parent or carer a review meeting. All discussions and decisions will be carefully logged.
- Reports on monitoring from the Senior Mid-day Supervisor will be available for the follow-up meeting, if the child is kept under observation at lunchtime.
- If the problem is persistent then the Stages of the School Behaviour Policy will be activated.

- Deliberate racist or homophobic remarks and cyberbullying are also recorded on the class behaviour record and each has their own code. Parents will usually be informed by the class teacher but in more serious incidents by the headteacher or member of the leadership team.

Dealing with the Bully/Bullies

It can be as distressing for parents to have their child called a bully as for parents of a bullied child. Often children do not realise their actions can be interpreted as bullying or the effect they are having on another. At St Cecilia's we aim to end bullying by using the following strategies:

- Making the child aware their actions are bullying. Bullies have to learn that bullying is unacceptable and that there are consequences.
- Discuss why they are bullying and what would help them to stop, focussing on the behaviour and not the child.
- Help through encouragement and strategies in order for the child to make a change in their behaviour.
- Help the child work out and practise alternative ways of behaving in similar or recurring situations.
- Work out a way the child can make amends for their bullying
- Impose sanctions and/or realistic goals
- Use of e.g. assemblies, stories, role play, Circle of Friends, Circle Time etc to address issues generally
- Set up a reward system for good behaviour
- Inform parents of each and every incident.

Monitoring & Review

This policy along with the Behaviour Policy will be reviewed annually as well as if incidents occur that suggest the need for a review.

Responsibilities

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School governors to take a lead in monitoring and reviewing the policy.
- Governors, the Headteacher, senior leaders, teaching and non-teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community
- Pupils to abide by the policy.

Notes for Teachers

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These notes are not intended to replace the policy, merely to act as a quick bite-size summary. Please read and action...

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- Children should understand that it is the inappropriate behaviour which we are trying to change, and that the child himself or herself is always valued.
- That children know they must report to a teacher, or mid-day supervisor any remark or action which could be seen as bullying, and that an accurate and careful record will be kept by the adult. Racist remarks will be recorded in the yellow accident and incident book held in the office.
- Children who feel they are being teased or bullied may be put on a "hotline" with immediate access to the Senior Mid-day supervisor.
- Incidents should be logged, and reported back to the class teacher, with serious or repeated incidents reported to the Senior Leadership Team.