



# **ST. EDWARD'S CATHOLIC** **PRIMARY SCHOOL**

## **ANTI-BULLYING POLICY**

This policy was updated Spring Term 2019

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*Chair of Governors*

**Through God's Grace  
We Grow And Learn**

*St. Edward's is committed to safeguarding and promoting the well being of all children and expects our staff and volunteers to share this commitment.*

### **Introduction**

This policy covers the bullying of one or more pupil by another pupil or pupils.

Bullying is wrong and damages individual children. It runs counter to all that St. Edward's school stands for, as expressed in its mission statement. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

All children who come to the school should be free from bullying and all bullying will be dealt with promptly and thoroughly in a supportive manner designed to eradicate the behaviour.

### **Definition**

Bullying is defined as repeated action taken by one or more individuals with the deliberate intention of hurting another either physically or emotionally. Bullying does not refer to disagreement between two individuals who do not get on with each other or who have fallen out over a particular issue. Rather, it is the systematic targeting of one individual by another or others

### **Aims and Objectives:**

- to teach all children what defines bullying and what to do if they are being bullied or if they witness bullying.
- to encourage all children to report any bullying/suspected bullying thereby developing a culture of responsibility towards and protection of others.
- to create a safe, caring Christian environment in which each individual is valued and encouraged to develop his/her full potential spiritually, intellectually, physically, artistically, socially and emotionally;
- to promote the child's sense of self-worth whilst encouraging him/her to develop genuine respect and care for others irrespective of age, gender, sexual orientation, race, religion, culture or disability;
- to develop within the children the ability to make reasoned judgements and to balance their own needs against their duties and responsibilities towards others, particularly those less advantaged than themselves.
- to produce a safe and caring Christian environment where all can learn without anxiety.

- to produce a consistent school response to any bullying incidents that may occur
- to make all those connected with the school aware of our opposition to bullying,
- to make clear each person's responsibilities with regard to the eradication of bullying in our school.

### **Types of bullying:**

All staff and adults in school should be aware, and pupils should be taught of the different forms that bullying can take: verbal, physical, emotional, cyber-bullying and that it can be prejudice and discrimination based. All bullying will be recorded and prejudice and discrimination based bullying will be logged on the form on Appendix 1. There is a zero tolerance approach to all forms of bullying and staff should never see even a verbal incident as a "little thing." Any peer-on-peer sexualised abuse/behaviour will also be recorded and reported to the school's DSL as soon as it has occurred.

### **The Role and responsibilities of Governors**

- 1) The governing body will support the headteacher in all attempts to identify and eliminate bullying from our school. This policy statement makes it very clear that the governing body will not allow bullying to take place in our school, and that any incidents of bullying that do occur will be taken very seriously and dealt with appropriately.
- 2) The governing body will monitor the incidents of bullying that occur, and review the effectiveness of the school policy regularly
- 3) The governing body will respond within ten days to any request from a parent to investigate incidents of bullying. (Parents should have first reported any bullying directly to the school.) In all cases, the governing body will notify the headteacher and ask him/her to conduct an investigation into the case and report back to a representative of the governing body.

### **The Role and responsibilities of the Headteacher**

- 1) It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher will report to the governing body about the effectiveness of the anti-bullying policy on request.
- 2) All allegations of bullying will be investigated thoroughly and promptly i.e. as soon as possible after the allegation has arisen and within 5 school days. Thorough investigations may take longer than 5 days to conclude but will be started within that time. Outcomes will be reported to both the parents of the alleged victim and the alleged bully.
- 3) The headteacher will ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher will draw the attention of children to this fact at suitable moments.
- 4) The headteacher will ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- 5) The headteacher will set the school climate of mutual support and praise for success, so making bullying less likely.
- 6) The headteacher will work with school staff and parents in order to eradicate all bullying from school.
- 7) In certain cases of bullying, the headteacher may put in place a series of sanctions which may ultimately lead to exclusion. Sanctions may include any of the sanctions listed in the behaviour policy, as well as removal from where their victim plays, lunch-time exclusion, and in-school exclusion from class.

- 8) The headteacher will offer appropriate support for both perpetrators and victims; this may include mentoring in school and support/counselling from outside agencies. The Headteacher will support parents by working closely with them and signpost parents to other agencies where they can seek support and advice,

### **The Role and responsibilities of the Teacher/Other Staff Members**

- 1) Teachers in our school will take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- 2) They will keep their own records of all incidents that occur in their class and that they are aware of in the school, reporting all incidents to the headteacher.
- 3) Where an act of bullying is witnessed, teachers will do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then after consultation with the headteacher, the teacher or headteacher will inform the child's parents.
- 4) A behaviour log-book will be maintained where all incidents of bullying will be recorded (the log book is kept in the Headteacher's office). This enables patterns in behaviour to be identified, plans of support to be developed and enables the tracking of progress of both the bully and victim to take place.
- 5) Teachers who become aware of any bullying taking place in class, will deal immediately with the situation.
- 6) Where necessary teachers will apply punishments as appropriate in the circumstances, and will endeavour to help children to change their behaviour in future.
- 7) If a child is repeatedly involved in bullying other children (repeated may be two incidents only), teachers will inform the headteacher and SENDCo. Parents will then be invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact outside agencies.
- 8) Teachers will support all children in their classes and establish a Christian climate of trust and respect for all. Teachers will teach about the prevention of bullying through the PSHE (Personal, Social, Health Education), RE and Positive Psychology curriculums.

### **The Role and responsibilities of Parents**

- 1) Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or the headteacher immediately.
- 2) Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- 3) Parents have a responsibility to help their child correctly define bullying and label incidents correctly.
- 4) Parents should listen to the school's concerns and evidence that their child may have bullied another, being open to accept that this may be the case so that they can work with the school to support and correct their child's behaviour.
- 5) Parents are asked to help encourage any child who may have witnessed bullying or who suspects someone is being bullied, to come forward and tell adults in school about it.

## **The Role and Responsibilities of Children**

- 1) Children should play a full part in maintaining the Christian ethos of our school, treating all others with respect and kindness.
- 2) Children must take all bullying seriously, and need to report to an adult in school if they are being bullied or if they suspect that another child is being bullied.
- 3) The School Council will take part in reviewing the policy and procedures in place to deal with bullying.

## **Monitoring and Review**

- 1) This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request. Behaviour is always a standing item on the head's reports at all full governors meetings.
- 2) Behaviour is a standing item at all weekly staff meetings, allowing us to quickly pick up on any patterns in behaviour, including any repeated incidents involving the same children.
- 3) This anti-bullying policy is the governor's responsibility and they review its effectiveness annually.