

Saint Martin de Porres

Catholic Primary School

ANTI-BULLYING POLICY

November 2017



“Through Jesus we achieve our very best”

Policy reviewed by Deputy Headteacher in consultation with parents and the School Council.

Policy Agreed by Staff:

Signature of the chair of governors:

Policy to be reviewed: November 2017

As a Catholic school we uphold Jesuit and British values through our ethos and curriculum. All children, young people and adults have the right to learn and work in an environment where they feel safe and that is free from harassment and bullying.

- In common with other schools, we recognise that some children at our school may experience bullying of some kind.
- Everyone in the community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously.
- Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated at St Martin De Porres.

Aims of Policy

The aim of the policy is to prevent bullying of any sort and to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of the community, including, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is and be familiar with the School policy on bullying: therefore the aim of the policy is to help members of the school community understand what they should do if they witness bullying, how bullying is dealt with at St Martins and more importantly what we do to prevent it happening. In this way, we also aim to support children in learning strategies that will protect them from bullying in secondary school and adult life.

What is bullying?

Bullying may be defined as any deliberately hurtful behaviour, usually but not exclusively pre-meditated and repeated over a period of time, which intentionally hurts another pupil or group physically or emotionally. It is often difficult for those being bullied to defend themselves and can be motivated by prejudice. Bullying behaviour is often “hidden” from those outside of the peer group.

Examples of unacceptable bullying behaviour include:

- Physical (including sexual) assault.
- Verbal abuse, by name calling, teasing or making offensive remarks including racist or homophobic.
- Cyber-bullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others. Examples include using social websites.

mobile phones, text messaging, photographs, video and e-mail – see our e-safety policy.

- Indirect emotional tormenting by excluding from social groups (including sitting away from the child in the hall at lunchtime) or spreading malicious rumours.

Possible signs and symptoms of bullying:

A child may indicate by signs or behaviours that he or she is being bullied. All adults should be aware of the signs listed below and know that they should be investigated.

Signs of bullying can include a child who:

- is frightened of walking to or from school.
- doesn't want to go to school.
- becomes withdrawn, anxious or lacking confidence.
- starts stammering.
- cries themselves to sleep at night or has nightmares.
- feels ill in the morning.
- begins to perform poorly in school.
- has possessions which are damaged or "go missing".
- asks for money or starts stealing money.
- has unexplained cuts and bruises.
- becomes aggressive, disruptive or unreasonable.
- is displaying bullying type behaviour to other children or siblings.
- stops eating.
- is frightened to say what is wrong.
- gives improbable excuses for any of the above.

What we do to prevent bullying happening:

- The Catholic ethos of the school ensures all children feel valued and have a role to play.
- We celebrate and respect all cultures.
- There is a focus on E-safety throughout the curriculum.
- Circle times.

- Behaviour is monitored.
- All incidents are recorded on a database that supports identification of patterns over time.
- Good behavior is celebrated across the school.
- Children are made aware that adults can be approached if needed.
- We do not tolerate bullying and make it known that we do not.
- Anti- bullying week is an annual event in school.
- External speakers are invited to highlight the effects of bullying.

Anti-bullying procedure for parents and carers:

- The school believes in working in partnership with children and parents and carers.
- We will act in the best interests of your child.
- Please feel free to make an appointment to discuss your child's progress at any time.

If you suspect that your child is being bullied you should:

- talk to your child and try to find out what the problem is.
- contact school and request an appointment to see your child's teacher.

It is very important that parents should not take matters into their own hands.

Similarly, if parents believe their child is displaying bullying type behaviour, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the child helped to change their behaviour.

Anti-bullying procedure for children at St Martin de Porres:

If you feel you are being bullied these are the things you should do:

- If you feel able to, talk to the other child, making him/her aware that you think that what he/she is doing is wrong.
- Share your feelings with someone else.
- Talk to a member of Staff or any trusted adult. Every teacher, teaching assistant, lunchtime supervisor, kitchen and office staff will listen to you. If you would rather not go straight to a member of staff, talk to your friends. They may well be

able to advise on an appropriate course of action, or will be able to involve other people who can.

What we will do as a school:

***Each incident is handled putting the needs of the children first.**

- Listen to the children bearing in mind there is always two sides to a story.
- Record the viewpoint of all parties involved and witnesses.
- Invite parents in to discuss the situation.

Outcomes

Where appropriate consequences will be given.

- In serious incidents, fixed term exclusion or even permanent exclusion will be considered.
- If appropriate, in line with our Catholic ethos of forgiveness, the pupils will be encouraged to be reconciled.
- Children will be encouraged to forgive each other.

Where appropriate outside agencies will be involved e.g. behaviour support or the Zacchaeus Counselling service.

- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Support for victims of bullying

Children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance. The support and guidance for each individual will be unique and the best course of action will be decided upon during consultation with parents, staff and the child.

The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety.
- positive reinforcement that reporting the incident was the correct thing to do.
- reassurance that the victim is not responsible for the behaviour of the bully.

- strategies to prevent further incidents.
- sympathy and empathy.
- counselling – if appropriate.
- befriending.
- assertiveness training.
- extra supervision/monitoring.
- creation of a support group.
- peer mediation/peer mentoring.
- informing/involving parents.
- E-safety