

St. Wilfrid's Catholic Primary School



Anti-Bullying Policy

November 2016

Revise November 2017

P. Johnstone 2016

Introduction

Vision statement

“Inspired by Christ we grow and learn together reaching our fullest potential”

At St. Wilfrid's we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential. We believe that when children feel important and belong to a friendly, welcoming and supportive school, bullying is far less likely.

We would expect pupils to feel safe in school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

Policy Development

This policy was formulated in consultation with the whole school community with input from members of staff, governors, parents/carers, children and young people, and other partners (extended schools, visiting external providers in school and) Pupils contribute to the development of the policy through the school council, circle time discussions, etc.

The school council will develop a Student friendly version to be displayed on the school council board in the corridor.

Parents/Carers will be encouraged to contribute by: taking part parent focus groups producing a shorter parent's guide. And through work with our family support worker.

Roles and Responsibilities

The Head Teacher

The head teacher sets the climate of mutual support, respect and praise for success to make bullying less likely.

Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The head teacher ensures that all staff are aware of the school policy and have received sufficient training to ensure that they know how to deal with incidents of bullying.

The head analyses incidents to identify possible patterns of behaviour and reports to the governing body on a regular basis.

The head ensures that all children know that bullying is wrong and that it is unacceptable behaviour in our school.

The Anti –bullying Coordinator in our school is: Mrs M. Dooner

The responsibilities of the anti bullying co-ordinator include:

- Facilitating policy development and review
- Involving pupils, staff, governors, parents/carers and relevant local agencies ☒
- Implementing the policy and monitoring and assessing its effectiveness in practice ☒
- Ensuring evaluation takes place and that this informs policy review ☒
- Managing bullying incidents ☒
- Managing the reporting and recording of bullying incidents ☒
- Assessing and coordinating training and support for staff and parents/carers where appropriate ☒ Coordinating strategies for preventing bullying behaviour.

The Governing Body.

The governing body supports the head teacher in all attempts to eliminate bullying from our school. The governing body will not allow bullying to take place in our school and any incidents of bullying that do occur will be taken very seriously and dealt with swiftly and appropriately.

The governing body monitors incidents of bullying that occur and reviews the effectiveness of the school policy and its implementation on a regular basis. The governing body require the head to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of the school anti bullying strategies.

The governing body responds within ten days to any parental request to investigate incidents of bullying. In all cases the governing body would notify the head teacher and ask for a full investigation to be carried out into the specific case and to report back to a representative of the governing body.

The nominated Governor with the responsibility for Anti-bullying (Behaviour) is: Mrs Gillian Trood.

The Staff

All staff take all forms of bullying very seriously and intervene to prevent such incidents taking place. They keep records of any incidents on the CPoMs system and will do all they can to support a child who is being bullied. Staff establish a climate of trust and respect and specific teaching around bullying and keeping safe is carried out as part of PHSEd, SpMSC, RE, ICT.

Parents and Carers.

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 the class teacher immediately.

Parents have a responsibility to support the anti bullying policy of the school, to actively encourage their child to be a positive member of the school community and to encourage them to speak out if they are a victim of bullying or if they witness bullying.

Definition of Bullying

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. (Safe to Learn: embedding anti bullying work in schools (2007).)

This publication defines harassment as "Unwanted conduct which violates a person's dignity or creates an intimidating, hostile, degrading or humiliating environment.

The Anti-Bullying Alliance defines bullying as

"The repetitive, intentional hurting of one person by another where the relationship involves and imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour? ☒

There is a deliberate intention to hurt or humiliate. ☒

There is a power imbalance that makes it hard for the victim to defend themselves. ☒

It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved.

If the victim might be in danger then intervention is urgently required.

What does bullying look like?

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can include:

- Name calling
- taunting
- mocking
- making offensive comments
- Physical assault
- taking or damaging belongings
- Cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet

- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

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

Bullying can take place between:

- Young people
- Young people and staff
- Between staff
- Individuals or groups

Certain groups of pupils are known to be particularly vulnerable to bullying by others:

- these may include pupils with special educational needs such as learning or physical disabilities;
- young carers,
- Looked After children,
- those from ethnic and racial minority groups
- Those young people who may be perceived as lesbian, gay, bisexual, transgender or questioning their gender role.

Reporting and Responding to Bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

☑ Children and young people in school.

Children are encouraged to tell any adult in school and they will be listened to and helped if they are a victim of bullying.

Children are aware that should a friend tell them something which is upsetting them or which may be bullying they should report this to an adult.

Children who see or hear things that could be bullying are encouraged to tell an adult.

Children with pastoral roles are encouraged to look out for and report any incidences of bullying.

Parents/carers

Parents should contact school as soon as they become aware of potential bullying involving their own child or others. This applies to all types of bullying incidents within school, online or outside of school.

All staff and visitors

All visitors have an obligation to behave toward children and staff in a respectful way. They have a responsibility to report any behaviour that might be inappropriate in any way including suspected bullying.

Bystanders

The school will always listen to any reports from the community of any incident involving our children, staff and parents. The school will investigate and take appropriate action.

Procedures

All reported incidents will be taken seriously and investigated involving all parties. Incidents will be dealt with sensitively and with discretion, all cases treated individually and information shared only with those involved in dealing with the issue. Details of incidents will be recorded and stored on the CPoms system.

- All parties will be interviewed and written notes taken at the time.
- Parents will be informed.

A range of responses appropriate the situation will be applied. These may include;

- solution focused, restorative approach,
- circle of friends,
- individual work with victim,
- individual work with perpetrator,
- referral to outside agencies if appropriate

The Behaviour policy and school sanctions will be applied.

If bullying persists

There will always be follow up, for example;

- keeping in touch with the person who reported the situation,
- keeping in touch with parents and carers
- ☒ Support for the victim and the bully.

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded in CPoms by the member of staff who deals with the incident and this will be notified to and held by the Anti-bullying coordinator.

The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This information will be presented to the governors in an anonymous format as part of the termly reports to the full governing body and to the School Improvement Committee.

The policy will be reviewed and updated annually. The policy review will be linked to the School Improvement Plan, working towards a more inclusive and harmonious ethos across the school community.

Strategies for Preventing Bullying

As part of our on-going commitment to the safety and welfare of our pupils we at St. Wilfrid's school have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

PHSE in classes and as part of house group system.

Playground buddies.

Student Voice through school councillors, captains and vice captains of house groups, head boy and girl.

Thrive emotional support

Digismart training for online safety.

Cyber bullying awareness for pupils.

Anti Bullying Week. ☒

Parents Information and events.

Cyber bullying information to parents.

Counselling related to other policies and needs.

Staff training for all staff.

Links with other Policies

Acceptable Use Policy (Internet)

E-safety Policy

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Equalities Policy

Complaints Policy

Confidentiality Policy

Safeguarding Policy

Behaviour Policy

