



St. Mary's Catholic Primary School

At St. Mary's we live and learn, sharing God's love.

ANTI-BULLYING POLICY

WHAT IS BULLYING?

Bullying is repeated, unwanted behaviour which is intended to hurt someone (verbally, physically, socially or emotionally) that involves a real, or perceived, power imbalance.

Bullying can happen anywhere, for example at school, travelling to and from school, in sporting teams, between neighbours, in the workplace, on social media etc.

Bullying is often aimed at people because of their differences ie race, religion, disability or sexuality. It can be:

VERBAL : name calling, teasing, directing insults, laughing at things said etc

PHYSICAL : pushing, hitting, kicking, damaging things which belong to others, throwing things etc

INDIRECT/ EMOTIONAL : spreading rumours, excluding from friendship groups, ignoring them when they speak, encouraging others to not be their friend etc

CYBERBULLYING : sending horrible messages, sharing photographs of others and making inappropriate comments etc

Being bullied is a traumatic experience for any child. At St. Mary's, we believe that every child should feel safe and that they all have the right to learn in a supportive environment where differences and uniqueness are celebrated. Bullying, in any form, will **NOT** be tolerated. All staff have the responsibility to ensure that any incidents of bullying are recognised and responded to as soon as we become aware, or are made aware, of them. The longer bullying is allowed to continue, the more damage can be done.

WHAT IS NOT BULLYING?

One off incidents of name calling or inappropriate/aggressive behaviour do not constitute bullying. However, they will still always be dealt with promptly and seriously, in line with St. Mary's Behaviour Policy.

OBJECTIVES

1. To actively promote an anti-bullying ethos through our RE curriculum, values and SEAL
2. To ensure that all members of our school community feel safe and free from bullying or other inappropriate behaviour
3. To ensure our school is a place where learners feel safe at all times
4. To promote good relationships where staff and children are valued, nurtured and treated well whilst being encouraged to show care and respect for others
5. To act promptly and effectively at the first sign of bullying
6. To encourage learners and parents to report any attempted bullying
7. To protect and reassure any victims of bullying
8. To have effective strategies to address all forms of bullying behaviour
9. To make this a happy school that is free from bullying

STRATEGIES

1. We will ensure that all members of our school community know what bullying is, how serious it is and the impact it can have on children
2. All staff will be of the mindset that 'it could happen here'
3. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable
4. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported
5. Children will be encouraged to report bullying and when they do so they will be listened to and taken seriously
6. Every allegation of bullying will be investigated, followed up and reported on CPOMs
7. PSHE, SEAL sessions, key person time and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends
8. Children and their parents/carers will be made aware of this policy
9. The parents/carers will be informed and involved if incidents are reported.

ROLE OF PARENTS

We ask parents to be vigilant and to report any concerns they have, especially if a child discloses at home that they feel they are being bullied at school. We would also encourage parents to report to school if they notice any changes in behaviour in their child. These could include:

- Loss of appetite
- Inability to sleep

- More emotional/moody than usual or quieter than usual
- Not wanting to attend school
- Not wanting to walk to school, or home from school, when this is something they have been doing
- Bed wetting
- Not wanting to talk about children who have previously been friends

(This is not an exhaustive list and bullying is not the only cause for these behaviours)

We would also ask that parents report their concerns directly to us and allow school to investigate and respond appropriately. We would not condone approaching the child or their parent directly.

SUCCESS CRITERIA

St. Mary's school will have a friendly, welcoming and safe ethos. All members of the school community will feel safe, secure, valued and nurtured. It will be a place where bullying, of any kind, is not tolerated and where all will treat others as they themselves would expect to be treated.

Reviewed September 2018

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