



'Loving God in all we do'

St Anne's Catholic Primary School
Aughton Street
Ormskirk
L39 3LQ
tel. 01695 574697
email: office@st-annesrc.lancs.sch.uk
twitter @stannesormskirk
www.st-annesrc.lancs.sch.uk

ANTI-BULLYING POLICY –

Intent

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school. At St. Anne's, bullying will not be tolerated. If we do have incidents of hurtful behaviour, particularly when children make mistakes in relationships, it is the ethos of St. Anne's to help our pupils' build resilience and the skills and strategies to manage incidents of hurtful behaviour. We want our children to build positive relationships with each other. At all times, we believe that when a child demonstrates unacceptable behaviour, it is the **behaviour** which is unacceptable and **not the child**. In dealing with all reported instances of hurtful behaviour, we will reflect back on our Christian values which are embedded into every aspect of our school life.

Definition

When the word bullying is used in this policy, it can be defined as:

- Emotional – being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on the issue of sexuality
- Verbal name-calling – sarcasm, spreading rumours, teasing.
- Cyber – all areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, ie. camera and video facilities.

- Prejudice – based bullying related to special educational need, sexual orientation, sex, race, religion and belief, social deprivation, gender reassignment or disability.

Child-On-Child Abuse.

St. Anne's has a zero-tolerance approach to all forms of child-on-child abuse, including sexual harassment and sexual violence.

To prevent child-on-child abuse and address the wider social factors that can influence behaviour, the school will educate pupils about abuse, its forms, and the importance of discussing any concerns and respecting others through the curriculum, assemblies and PSHE lessons.

All staff will:

- Be aware that pupils of any age and gender are capable of abusing their peers.
- Be aware that abuse can occur inside and outside of school settings.
- Be aware of the scale of harassment or abuse, and that just because it is not being reported does not mean it is not happening.
- Take all instances of child-on-child abuse equally seriously regardless of the characteristics of the perpetrators or victims.
- Never tolerate abuse as "banter" or "part of growing up", and will never justify sexual harassment, e.g. as "boys being boys", as this can foster a culture of unacceptable behaviours and one that risks normalising abuse.

Be aware that child-on-child abuse can be manifested in many ways, including sexting, sexual harassment and assault, and hazing or initiation-type violence.

Always challenge any harmful physical behaviour that is sexual in nature, such as inappropriate touching. Dismissing or tolerating such behaviours risks normalising them.

Aims

St. Anne's will ensure that prevention is a prominent aspect of its anti-bullying vision.

Staff will treat reports of bullying seriously and will not ignore signs of suspected bullying. Staff will act immediately when they become aware of a bullying incident. Unpleasantness from one pupil towards another will always be challenged and will never be ignored.

Staff will always respect pupils' privacy, and information about specific instances of bullying will not be discussed with others, unless the pupil has given consent, or there is a safeguarding concern. If a

member of staff believes a pupil is in danger, e.g. of being hurt, they will inform the Designated Senior Lead immediately.

Follow-up support will be given to both the victim and perpetrator in the months following an incident to ensure all bullying has stopped.

At St. Anne's we aim:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through giving our pupils the strategies and skills to cope through effective teaching.
- To show commitment to overcoming bullying by practising zero tolerance.
- To ensure that all pupils, staff, governors and parents are aware of the school's opposition to bullying.
- To ensure that staff will use their judgement to determine if bullying is happening as outlined in this policy and that each person is clear of their responsibilities with regard to the eradication of bullying.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.
- To have a consistent approach for dealing with any incidents of bullying that may occur.
- To ensure that all bullying incidents are resolved satisfactorily within the shortest time frame possible.

At St. Anne's we will:

- Foster opportunities for children to learn to care for one another, living out the school's core Christian values.
- Never make premature assumptions.
- Listen carefully to all accounts and investigate as fully as possible.
- Adopt a problem-solving approach which moves pupils on from justifying themselves.
- Talk to the child about any incident and reassure them that telling was the right thing to do.
- Record bullying incidents as defined in this policy on the school's online platform and always alert the SLT who will analyse any incidents and actions to be taken. We will follow-up incidents repeatedly, checking bullying has not resumed.
- Use a range of teaching and learning styles and strategies which challenge bullying.
- Use interventions which are least intrusive and most effective.
- Act as a role model for children in their relationships with adults and children.
- Do all they can to support the child who is being bullied, ensuring that they find time to allow children to talk about any concerns.
- Ensure that children are well supervised at all times.

- Create a classroom climate of trust and respect for all by praising, rewarding and celebrating the success of all children.
- Ensure that opportunities to develop skills and strategies to cope with unacceptable bullying type behaviour are given to our pupils through PSHE, values materials, anti-bullying assemblies and workshops.
- Ensure the curriculum offers regular opportunities for children to understand the implications of bullying and the appropriate action to take.
- Make clear to all children that if any incidents occur, they should tell a teacher or other member of staff straight away.
- Speak to the child's parent/guardian about any suspected incidents of bullying as soon as possible.

Cyberbullying

Cyberbullying can take many forms and can go even further than face-to-face bullying by invading personal space and home life, and can target more than one person. It can also take place across age groups and target pupils, staff and others, and may take place inside school, within the wider community, at home or when travelling. It can sometimes draw bystanders into being accessories.

Cyberbullying can include the following:

- Threatening, intimidating or upsetting text messages
- Threatening or embarrassing pictures and video clips
- Disclosure of private sexual photographs or videos with the intent to cause distress
- Silent or abusive phone calls
- Using the victim's phone to harass others, to make them think the victim is responsible
- Threatening or bullying emails, possibly sent using a pseudonym or someone else's name
- Menacing or upsetting responses to someone in a chatroom
- Unpleasant messages sent via instant messaging
- Unpleasant or defamatory information posted to blogs, personal websites and social networking sites, e.g. Facebook

NB. The above list is not exhaustive, and cyberbullying may take other forms.

The school has a zero-tolerance approach to cyberbullying. The school views cyberbullying with the same severity as any other form of bullying and will follow the same sanctions set out this policy.

Incidents of bullying outside the school's premises

St. Anne's will take seriously any incident of bullying taking place outside school and involving our pupils.

We will:

- Encourage victims 'not to suffer in silence'.

We may:

- Talk to the local police about the problems within the Community.
- Talk to the Head Teachers of the schools whose pupils are involved in bullying off the premises.

Behaviour

St. Anne's will adhere to the Behaviour Policy alongside the Anti-Bullying Policy. Please see our Behaviour policy which works alongside this policy.

Review

This Policy is subject to ongoing review.