

Chorley, St. Mary's Catholic Primary School

Anti-bullying policy

Reviewed November 2019

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1. Mission Statement

St. Mary's is a welcoming community who: learn together; live out Catholic values; celebrate all achievement and believe all is possible in Christ's hands.

2. Rationale

This policy reflects the values of St. Mary's School. The staff and governors have a positive philosophy of encouraging in all pupils, high standards of behaviour and of fostering a caring attitude for others. This policy should be read in conjunction with The Good Behaviour Policy, Code of Conduct and Single Equality policies.

Bullying is anti-social behaviour, which affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at St. Mary's. It is imperative that children are encouraged to report all instances of bullying in school.

3. Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks, ridicule)
- Indirect (spreading rumours, excluding someone from social groups)

The Tell-tale signs: -

A child may indicate signs or behaviour that they are being bullied. This is sometimes the only clue a teacher or parent may have because of the code of silence so often maintained by the victim. Children may:

- *Be frightened to walk home from school*
- *Be unwilling to go to school and make excuses not to go*
- *Beg to be driven to school*
- *Change their route to school every day*
- *Change their standards in their written work*
- *Regularly have books or schoolwork torn or destroyed*
- *Come home hungry (due to dinner money or lunch being stolen)*
- *Become withdrawn*
- *Start stammering*

- *Stop eating or become obsessively clean (as a reaction to being called fat or dirty)*
- *Have their possessions go 'missing'*
- *Refuse to say what is wrong*
- *Exhibit uncharacteristic aggressive behaviour*

There are many other symptoms connected to bullying that are individual to the child and sometimes the above symptoms and behaviours can be attributed to other causes.

The school recognises that bullying involving children at the school may take place outside of school e.g. online or at sports clubs outside of school. St Mary's will deal with all incidents of bullying relating to children who attend the school.

All teaching staff, support staff and welfare staff **must** be alert to signs of bullying and act promptly and firmly against it in accordance with this policy.

4. Statutory Duty of Schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of all staff, both teaching and non-teaching, parents and pupils.

5. Equality Act 2010

In dealing with issues of behaviour, school does not discriminate because of the age, sex, race, disability, religion or belief, sexual orientation, marriage and civil partnership, or gender reassignment of another person with whom the pupil is associated. School will actively avoid any other prohibited conduct in regard of the act.

6. Implementation

The following steps should be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the head teacher
- The head teacher will interview all concerned and will record the incident in the Incident Book and Anti- Bullying File.
- Class teachers will be kept informed
- Sanctions will be used as appropriate and in line with the code of conduct
- Parents will be informed of persistent bullying

Working in partnership with parents: -

- Parents who are concerned that their child is being bullied or who suspect that their child may be the perpetrator of bullying should contact their child's class teacher or the head teacher immediately.
- Parents will be kept informed of the outcome of any action taken as a result of their concerns.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to behave in a caring and positive manner.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassurance that action will be taken to resolve the situation
- Offering continuous support
- Implementation of strategies to restore self-esteem and self confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Time to reflect on their actions and the effect on the other child e.g. complete a "think sheet" and then discussing it
- Establishing the wrong doing and the need to change and make amends
- Informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps may be taken:

- Discussion between all parties
- Opportunities to reconcile their actions – verbal/written apology/positive action as appropriate
- Removal of privileges,
- Written acknowledgement of their unacceptable behaviour i.e. what they did that was unacceptable, how they should have behaved/reacted in the particular situation
- Parental involvement
- Planned individual behaviour modification plans
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, in computing lessons e.g. *online safety and cyberbullying*, in assemblies, R.E. themes and Circle time as appropriate, in an attempt to draw attention to the unacceptable nature of bullying

behaviour and therefore to eradicate it. Teaching staff will also draw children's attention to suitable web sites accessible through the St. Mary's school web site – home page.

A system of positive playtime strategies will be implemented in consultation with the School and Class Councils.

7. Monitoring, Evaluation and Review

This policy will be reviewed annually and its implementation and effectiveness assessed. The policy will be promoted and implemented throughout the school.

Through the Standards and Effectiveness Committee the Head teacher will report annually on the effectiveness of the policy.