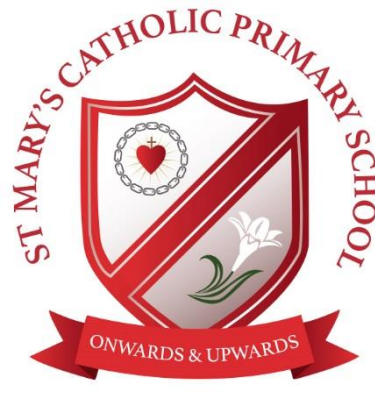


# St Mary's Catholic Primary School

## Anti Bullying Policy



**Date adopted: Spring 2021**

**Review date: Spring 2023**

**Staff responsible: Isobel Vassallo**

## **Mission Policy Statement**

We would like to be recognised by the quality and depth of respect and love which we show towards each other. Mutual respect and tolerance are central to our way of life at St. Mary's.

We appreciate the importance of the distinctive role our Catholic school plays in the community and consequently the Gospel values are central to every aspect of life at St. Mary's.

Our aims for the school community are as follows:-

1. To recognise that everyone connected with St. Mary's has a unique value in God's eyes which we should seek to develop and nurture.
2. To be a totally open and welcoming community.
3. To foster positive and caring interpersonal relationships between pupils, staff and parents.
4. To maintain a keen sense of justice, shared and encouraged by both pupils and staff.
5. To foster and encourage the development of the talents of all within our community.
6. To have a policy of caring for, and offering appropriate help to those with special or emotional needs.
7. To recognise and value our multi-ethnic community and to afford the time in order to appreciate other traditions and cultures.
8. To pass on Church teaching and to encourage a development of faith at each individual's level.

## **Statement of Intent**

St Mary's Catholic Primary School believes that:

Bullying is undesirable and unacceptable; it is at odds with our mission as a Catholic school.

Bullying is a problem to which solutions can be found.

Seeking help and openness are regarded as signs of strength not weakness.

All members of our community will be listened to and taken seriously.

Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.

All of us have a responsibility to ensure that we do not abuse or bully others.

Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.

Children and young people should be involved in decision making about matters that concern them.

We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.

## **Review of policy**

This policy will be reviewed after 2 years.

It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The Stakeholders of this policy are children and young people, staff, parents and carers, governors and people from other organisations involved with the life of St. Mary's Catholic Primary School.

Data from the monitoring and recording of incidents will also inform policy review and will be seen regularly by governors.

## **What is bullying?**

One of the most distressing aspects about bullying is that the victim is innocent.

No obvious reason springs to mind as to why they are singled out.

Where bullying takes place in the school context the victim often finds himself or herself socially isolated with few if any members of the class supporting them. Bullying should be seen as a continuum. It can be physical name-calling; isolation, hurtful personal remarks or comments about the victim's family or any method designed to undermine the confidence and self-esteem of the child. Bullying is a wilful conscious desire to hurt another person. It is important to recognise that bullying refers to an on-going systematic pattern of behaviour.

A victim can be bullied by an individual or a group.

### **The aims of our anti-bullying policy:**

To assist in creating an ethos in which attending St Mary's is a positive experience for all members of our community.

To make it clear that all forms of bullying are unacceptable at St Mary's.

To enable everyone to feel safe while at St Mary's and encourage pupils to report incidents of bullying.

To deal with each incident of bullying as effectively as possible and, as a result, to reduce the incidents of bullying.

To support and protect victims of bullying and ensure they are listened to.

To help and support pupils displaying bullying behaviour to change their attitudes and understand why it needs to change.

To ensure all members of our community feel responsible for helping to reduce bullying

### **The objectives of our anti-bullying policy**

To maintain and develop effective listening systems for children and staff within St Mary's.

To involve all staff in dealing with incidents of bullying effectively and promptly.

To equip all staff with the skills and information necessary to deal with incidents of bullying.

To involve the wider school community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents.

To acknowledge the key role of every staff member in dealing with incidents of bullying.

To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations.

### **Practice and Procedures**

#### **A. What we do to prevent bullying**

Everyone involved in the life of St Mary's must take responsibility for promoting a common anti-bullying approach. All stakeholders should be supportive of each other, provide positive role models, convey a clear understanding that we disapprove of unacceptable behaviour, be clear that we all follow the ground-rules of St. Mary's and be fully involved in the development of the anti-bullying policy and support anti-bullying practice.

All members of the St Mary's community are expected to report incidents of bullying.

All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff will:

Provide children with a framework of behaviour including rules which support the policy.

Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere.

Raise awareness of bullying through activities, stories, role-play, discussion, peer support, school/children's council, PSHE etc. Through the headteacher, keep the governing body well informed regarding issues concerning behaviour management

Provide a key staff member who is responsible for the monitoring of the policy.

Governors have a duty to:

Be fully informed on matters concerning anti-bullying.

Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

Identify one governor to lead on anti-bullying within school leadership

Through the development and implementation of this policy, St. Mary's trusts that all children, young people, parents/carers and staff will:

Feel confident that everything is being done to make St Mary's a safe and secure environment.

Know who can be contacted if they have any concerns about bullying.

Feel supported in reporting incidents of bullying.

Be reassured that action regarding bullying will take place

## **B. Reacting to a specific incident**

### **Recording**

All incidents, either in or out of class will be recorded by the school on the safeguarding recording system (CPOMS). A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all pupils involved will be informed of what has happened and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

### **Dealing with an Incident**

Whenever a bullying incident is discovered, the school will go through a number of steps to resolve the situation. The school community need to be made aware that when a bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted.

School expects to support all involved by:

Talking the incident through with all parties involved.

Supporting the person who has been bullied to express their feelings

Supporting the person displaying the bullying behaviour to express their feelings

Discussing which rule(s) have been broken

Discussing strategies for making amends.

Measures will be in line with the school's behaviour policy, and may include:

Explanation about why the inappropriate behaviour is unacceptable

Reparation of damaged relationships

Time away from an activity

Meeting with staff, parent and child

Missing another activity

Formal letter home from the senior staff member expressing concerns

Time out from the classroom

Pastoral support plan

Fixed term exclusion

Permanent exclusion

Safeguarding procedures will be followed when child protection concerns arise.