

St Bernadette's Catholic Primary School

Anti-Bullying Policy



“Doing our best for God”

Signed: Denise Duke (Family Support Worker/DSL)

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School Ethos

St Bernadette's Catholic Primary School recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing.

By effectively preventing and tackling bullying, our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Aims and Objectives

- To provide the best possible Catholic education, inspired by the Gospel values, where our Catholic ethos and faith runs through all aspects of school life.
- To provide an ethos marked by a welcoming, caring and friendly environment, where children feel happy, safe and secure. A place where excellent behaviour is expected and everyone feels valued and encouraged to develop a sense of worth, dignity, security and belonging.
- To encourage children to become independent, resilient, self-motivated and self-disciplined and prepare them for the opportunities, responsibilities and experience of adult life.
- To treat all children fairly applying this behaviour policy consistently.
- To promote excellent behaviour and work, through consistently high expectations, positive examples and rewards by all staff.

What is bullying?

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally' (DfE 2017).

Bullying is generally characterised by:

Repetition: Incidents are not one-offs; they are frequent and happen over an extended period of time.

Intent: The perpetrator means to cause verbal, physical or emotional harm; it is not accidental.

Targeting: Bullying is generally targeted at a specific individual or group.

Power imbalance: Bullying is based on unequal power balance in relations.

Links with Other School Policies and Practices

This policy links with several school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Child Protection policy

- Confidentiality policy
- Curriculum policies, such as, HRE, RE, PSHE and Computing
- Online Safety (including mobile and smart technology and social media policy).

Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Children Act 1989
- Keeping Children Safe in Education DfE 2022
- Preventing and Tackling Bullying DfE 2017

Responsibilities

It is the responsibility of:

- The Head Teacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

Recognising Bullying

- Bullying is persistent physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- St Bernadette's Primary School recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

- We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

What Bullying is not:

Mutual conflict involves an argument or disagreement between people but not an imbalance of power. Both parties are upset and usually both want a resolution. Unresolved mutual conflict can develop into bullying if one of the parties targets the other repeatedly in retaliation.

Dislike is not bullying unless it involves deliberate and repeated attempts to cause distress, exclude or create dislike by others.

Single episodes and acts of nastiness or physical aggression are not the same as bullying. If someone is verbally abused or pushed on occasions they are not being bullied. Nastiness or physical aggression that is directed towards many different people is not the same as bullying. However, this does not mean that single episodes of nastiness should be ignored or condoned as these are unacceptable behaviours and often dealt in conjunction with the Behaviour policy.

All unacceptable behaviour will be managed in line with our Behaviour policy, whether it is bullying or not.

Forms and Types of Bullying Covered by this Policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstance
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - bullying related to race, religion, faith and belief and for those without faith
 - bullying related to ethnicity, nationality or culture.
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying).
- Gender based bullying, including transphobic bullying.

Responding to Bullying Concerns

The following steps will be taken when dealing with any incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern and recorded on MyConcern (Safeguarding Company).
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and ensuring they feel their concerns have been listened to.
- The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues.
- The Head Teacher (Mrs Satterthwaite), Designated Safeguarding Lead (DSL) or another appropriate member of leadership staff will discuss with all parties involved.
- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures (MyConcern). This will include recording appropriate details regarding decisions and action taken.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed, or Blackpool Children Services/Pupil Welfare or Early Help if a child is felt to be at risk of significant harm.

We strive to be a school where parents and carers are more than satisfied with what we do to support every child, especially in difficult situations. Sometimes situations arise where parents and carers feel that the right strategies are not in place to deal with a bullying situation. Good communication should solve this problem. Our aim is that by careful listening, constructive discussion and sensible actions, we can solve problems. This can only be achieved if both parties work together and that parents/carers allow the school to follow school procedures.

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises “to such an extent as is reasonable”. When bullying outside school is reported to school staff, it should be investigated and acted on. The Head Teacher should also consider whether it is appropriate to notify the police or anti-social coordinator in their local authority of the action taken against a pupil.

If the misbehavior is deemed a criminal offence or poses a serious threat to a member of the public, the police will be notified. (*Dept. of Education advice preventing & tackling bullying*).

- Though schools are not directly responsible for bullying off their premises, St Bernadette’s would encourage pupils not to suffer in silence and will take

appropriate action to combat issues of bullying outside the school, e.g. Talk to the local police about problems on local streets, talk to the Head of another school if their pupils are bullying our pupils.

- Staff at St Bernadette's are not responsible for incidents that happen at birthday parties/family events/external clubs outside school. These should be addressed at the time with children by their parents/carers.

Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online.

Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing immediate pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of the Senior Management Team.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support. This may include working and speaking with staff and/or engaging with parents and carers when appropriate.
- Offering space where they can talk through their concerns with staff.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Blackpool Children Services or support through the Children and Young People's Mental Health Service (CAMHS).

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.

- Providing appropriate education and support regarding their behaviour or actions.
- Sanctioning, in line with school behaviour/discipline policy. This may include:
 - Warnings
 - Inclusion
 - Missing break times/clubs
 - Restorative action
 - in extreme or repeated cases, fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Blackpool Children Services or Early Help or support through the Children and Young People's Mental Health Service (CAMHS).

Preventing Bullying

Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved.
Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children, young carers, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-based and discriminatory bullying.
Actively create “safe spaces” for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

Involvement of Pupils

- Ensure that all pupils know how to express worries and anxieties about

- bullying through PSHE, computing and assemblies.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools.
- Utilise pupil voice in providing pupil led education and support.
- Publicise the details of internal support, as well as external helplines and websites.

Offer support to pupils who have been bullied and to those who are bullying to address the problems they have.

Involvement and Liaison with Parents and Carers

Bullying is best dealt with when parents work and school work together to address incidences of bullying, whether the child has been harmed or has harmed another/others
We will:

- Make sure that key information about prejudice-based and discriminatory bullying (including policies and named points of contact) is available to parents/carers
- Ensure all parents/carers know who to contact if they are worried about bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, in and around the school premises and both on and offline.
- Parents do not have the right to request that a child suspected of bullying be excluded from the school.

Who to Contact

We endeavour to make sure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner as follows:

- 1) If Parents/Carers are concerned about their child, they must first make an appointment to discuss their concerns with the class teacher.
- 2) If Parents/Carers do not feel that the issue has been resolved, they can request a meeting with Mrs Pearson for KS2 children or Miss Greenhalgh for KS1 children.
- 3) If you still do not feel the concerns have been resolved, Parents/Carers can make an appointment to discuss the concerns with Mrs Satterthwaite (Head Teacher).

After exploring all avenues, if all of the above have still not resolved the issues, then the final step will be to put in writing the concerns to the Chairs of Governors (Mrs Jo Farrell and Mr Austin Manfredi).

Monitoring and Review: Putting Policy into Practice

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

Any issues identified will be incorporated into the school's action planning.

- The Head Teacher (Mrs Satterthwaite) will be informed of bullying concerns, as appropriate.
- The named Governor (Mrs Duke DSL) for bullying will report to the governing body on incidents of bullying, including outcomes.

Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- The Diana Award: www.diana-award.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Documents

"Preventing and Tackling Bullying" DfE

"Keeping Children Safe in Education" DfE 2022

"Sexual violence and sexual harassment between children in schools and colleges"

"Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

Cyberbullying

- Childnet: www.childnet.com
- CEOP www.ceop.police.uk

SEND

- Mencap: www.mencap.org.uk
- DfE: SEND code of practice:
www.gov.uk/government/publications/send-code-of-practice-0-to-25

Race, Religion and Nationality

- • Anne Frank Trust: www.annefrank.org.uk
- • Kick it Out: www.kickitout.org
- • Stop Hate: www.stophateuk.org
- • Show Racism the Red Card: www.srtrc.org/educational