

St Gregory's Catholic Primary School



Anti-Bullying Policy

September 2022

Our mission statement is:

**“In the joy of the Gospel,
We will work together to be kind, fair and honest
And become the people Jesus calls us to be.”**

Our school motto is:

“Be Kind, Be fair, be Honest.”

At St Gregory's Catholic Primary School we believe that all our children have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

Cases of bullying are rare in our school, but we acknowledge that bullying can occur in any school.

What is bullying?

There are many definitions of bullying, but we consider that bullying is **‘the wilful, conscious desire to threaten or frighten someone else’**.

The children are taught that bullying is something that:

- goes on for a while, or happens regularly
- is deliberate
- is designed to hurt, humiliate or harm the target.
- can involve someone (or several people) who are stronger in some way than the person being bullied. The person doing the bullying has more power and may include them being older, stronger, more of them, or having some ‘hold’ over the target, for example perhaps they know a secret about them.

The children learn that bullying is not:

- A one-off fight or argument
- A friend sometimes is constantly being unkind

Bullying in our school will not be tolerated under any circumstances, and any suggestion that bullying is taking place will be investigated thoroughly.

What does bullying look like?

Bullying can occur through several types of anti-social behaviour:

- Physical
- Verbal
- Exclusion
- Electronic communications

How can we prevent bullying?

- ✓ First of all, we create a culture where kindness and friendship are valued.
- ✓ Our behaviour strategies are positive and reward positive relationships.
- ✓ Teachers monitor and observe children's relationships and interaction in the classroom and challenge any unkindness between children.
- ✓ Staff supervision ratios at playtimes ensure staff can watch the children carefully and intervene if there are any issues.
- ✓ We have established mechanisms for peer support (playground pals and buddies) so that children feel safe and are encouraged to have positive playtimes. Buddies and pals are trained in how to react if a child confides in them about bullying.
- ✓ Our culture is one of trust and openness where children are always listened to if they go to a member of staff with a problem.
- ✓ The Teachers and Headteacher have an open door policy which means that pupils, parents and staff feel able to raise concerns at an early stage.
- ✓ Classrooms have a 'worry box' for children who are too shy to speak to a member of staff and may prefer to write down their problem.
- ✓ We teach children directly about the importance of getting on with one another and respecting difference, within our personal and social education programme delivered through 'SEAL' (Social and Emotional Aspects of Learning) materials.
- ✓ We also use SEAL materials, in particular the unit entitled "Say No to Bullying", to explore the theme of bullying. Through this the children learn:
What is bullying? What causes people to bully each other?
How does it feel to be bullied/ to bully? What are the effects of bullying behaviour on bullied pupils? What would our school be like if bullying behaviour was acceptable? What can we do to stop bullying?
- ✓ In Computing lessons, the children are taught about cyberbullying; what it is, why it is wrong, and what children should do about it if they encounter it.
- ✓ There is a robust safety policy and children are taught how to keep themselves safe online.
- ✓ The children are not permitted to use mobile phones in school.
- ✓ We highlight national anti-bullying week every year and ensure children are made aware of the issue of bullying.

As a staff, we pledge to:

- Promote our school ethos and a strive to create positive relationships and a culture where bullying has no place
- Listen to the victim, bully and any other pupils with information – log facts not opinion
- Reassure the victim the he/she is safe
- Notify the Headteacher who will log this in the behaviour book
- Protect the victim by increased supervision – notify teachers & welfare staff
- Implement preventative measures
- Monitor the situation
- Meet with pupils to discuss next steps
- Meet with parents to explain actions, and then follow up
- Check regularly with the victim

The Headteacher will:

- Discuss the matter with everyone concerned
- Listen to what is said
- Keep written records
- Implement disciplinary steps

As a parent, please:

- Look out for signs of bullying (these may include behaviour changes, withdrawal, not wanting to go to school)
- Listen to your child
- Talk calmly with them about their experience
- Reassure your child that they are right to tell
- Make an appointment to discuss your concerns without delay with your child's teacher in the first instance, or the Headteacher if you feel a problem has not been resolved or is more serious

As children, please:

- Tell the class teacher if you feel upset, threatened or unsafe by another person
- Stay with a group of friends
- Talk to your parents
- Tell the class teacher or any trusted adult in school when anything else happens or when it has improved

Disciplinary steps:

1. Children who have hurt others need to make suitable amends. Saying sorry is the start but is not enough on its own. Making amends is something you do not something you say. Both parties will be involved so that both victim and bully are taking control of their own behaviour.
2. Parents of both parties will be informed.
3. If the bullying does not stop, exclusion from break and lunchtime, the most common time for bullying incidents, will be considered.
4. A meeting will be arranged with both parties and the senior leadership team.
5. If the situation remains unresolved despite best efforts and partnership working with families, sanctions within the school's behaviour policy will be invoked.

If either party feels that their initial complaint has not been dealt with appropriately they may refer to the school's complaints procedure.

We aim to ensure that:

- ✓ all children feel comfortable about telling an adult if they know that bullying is going on;
- ✓ all children know exactly what to do if they are bullied and feel confident that something will be done about it;
- ✓ children are helped to enjoy, celebrate and respect the ways we are all different as well as the ways in which we are all similar;
- ✓ all children feel good about themselves and treat one another with kindness, fairness and honesty.
- ✓ Children will be **curious, resilient, reflective** and **responsible** about their learning and how they contribute to life.

This policy was written in consultation with staff and pupils from the School Council in September 2022.

It will be reviewed in August 2023.