

# Anti-Bullying Policy

“Let no corrupting talk come out of your mouths, but only such as is good for building up, as fits the occasion, that it might give grace to those who hear.”

**Ephesians 4:29**



## **'Feeding Hearts and Minds'**

The peace, joy and love of Christ is at the heart of all that we do in our school. Through religious education, school policy and, primarily, our culture of prayerfulness, charity and joy, we seek to share the Gospel with our families, our parish, our community and the wider world.

Using the example of Jesus Christ, we cultivate the skills of heart and mind that allow us to develop our talents and take a shared responsibility for ourselves, each other and the world He gave us. We profess our faith proudly and recognise that we are called to a loving relationship with God through the sacraments, scripture and prayer.

Our school is animated by love and our shared faith and clear values drive our behaviour and our relationships; we are tolerant and respectful of the unique value of each person. Our individual needs and talents are recognised and nurtured in a warm, inclusive environment where we are able to use our gifts for the glory of God and in loving service of others.

We have excellent role models who empower us to believe in ourselves and provide us with an outstanding education and a wide range of opportunities – our aspirations for the future are high and we believe that through God's grace we can grow, learn and realise our full potential.

## INTRODUCTION

Bullying affects everyone, not just the bullies and victims. It also affects those other children who watch, and less aggressive children can be drawn in by group pressure. If there is teacher intervention in class learning time, this affects the whole class. Bullying is not an inevitable part of school life although it is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. We aim to protect our children within school from the aggression and violence they are subject to around them.

## WHY IS AN ANTI-BULLYING POLICY NECESSARY?

At The Blessed Sacrament Catholic Primary School, we believe that the children have the right to learn in a supportive, caring and safe environment without fear of being bullied. All schools contain some numbers of children with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. Within school it is made clear that bullying is a form of antisocial behaviour. It is **WRONG** and will not be accepted and the emphasis is always on more positive aspects of behaviour through assemblies, collective worship and individual and group talks. This policy applies to child to child, child to adult, adult to adult, adult to child. It applies to the whole school community, irrespective of race, gender, ability or faith.

## WHAT IS BULLYING?

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

- **PHYSICAL** A child can be physically punched, kicked, hit, spat at, etc.
- **VERBAL** Verbal abuse can take the form of name-calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.
- **OSTROCISING** A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.
- **DAMAGE TO PROPERTY OR THEFT** Children may have their property damaged or stolen. Physical threats may be used by the bully in order that the child hands over property to them.
- **ONLINE** Bullying online is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook and Twitter to harass, threaten, embarrass, intimidate or target a child. Unlike physical bullying, online bullying can often be difficult to track as the on-line bully (the person responsible for the acts of online bullying) can remain anonymous when threatening others online, encouraging them to behave more aggressively than they might face-to-face.

### **Types of online bullying**

- **Flaming:** Online arguments usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged.
- **Denigration:** Putting mean online messages through email, instant messaging, chat rooms, or websites purposefully set up to make fun of someone.
- **Exclusion:** Intentionally leaving someone out of a group to which they ordinarily belong such as instant messaging, friend sites, or other online group activities.

- **Outing:** Sharing secrets about someone online including private information, pictures, and videos.
- **Trickery:** Tricking someone into revealing personal information then sharing it with others.
- **Impersonation:** Pretending to be someone else when sending or posting mean or false messages online.
- **Harassment:** Repeatedly sending malicious messages to someone online.
- **Online stalking:** Continuously harassing and denigration including threats of physical harm.

### **OUR AIMS**

- To promote a secure and happy environment within the school, free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear school policy on positive self-esteem and friendship.
- To show commitment to overcoming bullying by staff awareness and intervention.
- To make staff aware of their role in fostering the knowledge and attitudes that will be required to achieve the above aims.

Within school, in keeping with the Anti-Bullying Policy:-

- We are organised in order to minimise opportunities for bullying, eg. Clear procedures, practices in and around the school environment, adequate supervision at problem times.
- Opportunities are taken to discuss aspects of bullying, and the appropriate way to behave towards each other, eg. part of the in-built collective worship.
- Issues are dealt with quickly, firmly and fairly with the children involved, informing parents when school considers it necessary.
- The school staff are part of a firm but fair discipline structure which is understood and used by all.
- Teaching materials and equipment, which may give a bad or negative view of any group because of their ethnic origin, sex, etc., are discouraged.
- Children are encouraged to discuss how they get on with other people and to form positive attitudes towards other people. This includes reviews of what friendship really means. This is constantly re-enforced at all levels.
- The staff at The Blessed Sacrament Catholic Primary School encourage children to treat everyone with respect.
- At The Blessed Sacrament, bullying is treated as a serious offence and every possible action is taken to eradicate it from within the school

## **STAFF RESPONSIBILITIES**

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible, and take appropriate action by:
  - Welfare Ladies, Teaching Assistants, Class Teachers who witness or who are told of the incident o discussing with the children,
  - parents being informed either through the home link book, a more formal letter, a phone call or an invitation to come into school and discuss, initially with class teacher.
  - The incident being referred to the head of the key stage, the deputy head and ultimately the Headteacher.
- Staff teachers to keep an incident log in their classes if the offenders are constantly exhibiting bad behaviour.
- A more formal log is built up if the behaviours exhibited become increasing cause for concern.
- Children's names and dated behaviours are recorded in an incident book in Headteacher's office when behaviour is deemed very serious.
- To foster a positive ethos through teaching and learning opportunities, PSHE, circle time, assemblies, to challenge bullying behaviour.

## **CHILDREN'S RESPONSIBILITIES**

- Children are encouraged to develop a positive self image and respect for others.
- The need to understand to:
  - Keep hands to self
  - Keep feet on floor
  - Only say nice things to and about each other
- Members of the School Council have the opportunity to discuss concerns.

## **BULLYING IN THE WORKPLACE**

Incidents, where it has been deemed that a member of staff has been bullying a child, will be taken very seriously. The Headteacher, with the support of the governing body, will deal with this; formal action will be taken where necessary. Such action will also be taken if it is deemed that a member of staff is bullying other members of staff.

In the event of the Headteacher being involved in such incidents, reports will be given immediately to the chair of governors who will also take formal action where necessary.

## **MONITORING OCCURS:**

- Informally through staff discussion, parent/staff discussion and by observing the children
- Through home link records
- Through formal log
- Through incident file

### **PARENTS CAN:**

- Contact school at any time if they have concerns
- Meet with appropriate staff to discuss incidents
- Have follow-up meetings to ensure strategies have been put in place and that the incident is still being monitored

### **PREVENTION**

School takes every effort to keep anti-social behaviour to a minimum by:

- Rewards celebrating good behaviour • Encouraging children to have respect for all members of the school community
- Ensuring friendship themes are constantly revisited throughout all aspects of school life
- Ensuring children's voice is heard in circle time
- Buddies / Monitors are well trained and understand their role
- Open door policy
- issues are discussed at staff meetings
- Staff awareness raising through INSET.

These anti-bullying procedures supplement the behaviour policy that is an integral part of the whole school ethos, based on the Mission Statement and the rights of each individual. It is relevant within the school day, on school visits, residential visits and after school clubs. Whilst the staff and governors have no responsibility for actions taken beyond the school day and outside the school premises, they are aware that they may have repercussions within the day and will look at them in context.



## Anti-Bullying Policy

September 2020

The Anti-Bullying Policy is based on best practice advice from Lancashire County Council.

The implementation of this policy will be monitored by The Headteacher in consultation with The Faith, Curriculum and Community Committee of the Governing Body.

This policy will be reviewed as appropriate by the Faith, Curriculum and Community Committee on behalf of The Governing Body.

Intended Policy Review Date – September 2021

Approved by: \_\_\_\_\_ (Headteacher)

Date: \_\_\_\_\_

Approved by: \_\_\_\_\_ (Governor)

Date: \_\_\_\_\_