



St Monica's Catholic Primary School
...a small school where big things happen...



Anti-Bullying Policy

Policy Reviewed:	February 2024
Policy approved by Governing Body:	March 2024
Review Cycle:	Annually
Date of Next Review:	March 2025

Policy addendum:

*The following changes were made to the policy since it was last approved by governors in 2021.

- a. incident recording changed from book to SIMs (pg. 5 para 2, bullet point 5)
- b. inclusion of Friendship Fixers (pg.5, para 3, bullet point 7)
- c. replaced 'punish' with 'deal' (pg. 6, para 2, bullet point 8)

Signed: *R Wekpe*

Designation: PSHE Coordinator

Date: 08.11.2022

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind among children staff or parents is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the use of aggression, physical or verbal, with the intention of hurting an individual or group. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting, name calling, rumour spreading (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as, email & internet chat room misuse; Mobile threats by text messaging & calls; misuse of associated technology, i.e. camera & video facilities

The Result of Bullying

The result of bullying is that it hurts the person targeted. This hurt can be physical, emotional or both. It makes the target child feel sad and upset. It can make him/her so worried that a target child may want to stay away from school. Bullies make target children feel as if the bullying is their own fault and afraid to disclose the bullying to anyone.

Why is it Important to Respond to Bullying?

Schools have a responsibility to respond promptly and effectively to issues of bullying. This is to create a safe atmosphere for all children in the school. St. Monica's adopts a proactive approach to bullying through recognising and modelling positive behaviour. We raise awareness of bullying through anti-bullying weeks, through the PSHE curriculum and by reinforcing with children regularly that staff are available to talk about bullying with any child.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should understand what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in schoolwork
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Strategies in Use to Address Bullying

At St. Monica's Primary School, we believe bullying is unacceptable. All such incidents are dealt with in line with the school's behaviour policy. All staff need to be alert to bullying both inside and outside the classroom. It is the responsibility of everyone to report acts of bullying as soon as they arise. This is a telling school and being seen to act is as important as action. Silence and secrecy nurture bullying.

Whole School Approaches:

- Keep discussion of bullying on the agenda with children.
- Raise regularly on the agenda of School Council Meetings.
- Have period awareness campaigns such as Anti Bullying Weeks where bullying is spoken out against and ensuring that children will not lose self-esteem by reporting bullying behaviour.
- Deal with incidents reported promptly and record on to SIMS.
- Hold weekly PSHCE lessons that include Circle Times to provide a forum for discussion around feelings and relationships.

Have clear sanctions for bullies and further disciplinary measures if necessary:

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place. (e.g.: Report Cards)
- In serious cases, suspension or even exclusion will be considered
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Praise kind behaviour.
- Help all children feel that they can be successful as individuals.
- Run a Playground Friends program to encourage positive interactions on the playground and ensure all children have someone to play with (Friendship Fixers).
- Adults working in the school will look out for children who seem to be left out and identify places in the playground or around the school that children feel are not safe and liaise with SMT, PSHCE Coordinator and other appropriate staff to rectify this.

In Class Approaches:

- Remind children of acceptable behaviour and bringing out moral issues in the curriculum (RE, Science, History, Geography, PSHCE and Assemblies all provide opportunities for this).
- If in any class bullying or unpleasant behaviour towards one another appears to be on the increase, take more time to raise this with the class. Ask other staff or SMT to reinforce this work.
- Look out for children who are reluctant to come into school or whose attendance is erratic.

- Ensure school rules on behaviour towards one another are always visible in each classroom and around the school.

Working with the Target of Bullying

- Reassure the target of bullying that what is happening is not their fault and not ok. Tell them they are right to be letting you know.
- Work to raise the self-esteem and confidence of bully targets.
- Tell bully targets they have a right not to be bullied and that it is brave to report it.
- Listen to and take reports of bullying seriously.
- Allow the targets of bullying the space to say how they would like incidents to be dealt with (some children prefer to talk to the bully face to face with a teacher, others prefer to have staff deal with the bully directly and some want staff to watch out for their behaviour towards the target). How bullying is to be dealt with will depend on the severity and nature of the bullying and how scared the child is.
- Get the target of bullying and the perpetrator together in a safe environment with an adult so feelings can be identified (if the target child agrees and the bully is likely to be responsive).
- Empower children to talk things through themselves whenever possible.
- Ask targets of bullying on a daily basis if they are ok.
- Encourage the bullied child to tell an adult whenever something new happens. Try to ensure that this is seen as a strength, not a weakness on the part of the individual within their peer group.
- Look out for bullying of the non-obvious kind e.g. name calling, refusing to speak to someone or play with them, particularly if there is more than one engaging in this subtle bullying. Serious or repeated bullying is reported immediately to the SMT and recorded in the school behaviour book.

Working with the Bully

Strategies for Staff When First Confronted with an Incident:

- Remain calm, you are in charge. Reacting emotionally may add to the bully's fun and give the bully control of the situation.
- Ensure the victim is safe and cared for.
- Take the incident seriously.
- Take action as quickly as possible.
- Think hard about whether the action needs to be public or private, who are the pupils involved? How might they react?
- Make plain to the bully that you disapprove.
- Encourage the bully to see the victim's point of view.
- Deal with the bully if needed in line with the behaviour policy and sanctions listed above but consider carefully how you will do this first. Reacting aggressively or punitively give the message that it is right to bully if you have the power. Consult with SMT first if necessary.

- Explain clearly the punishment and why it is given.

Strategies for Working with the Bully Once the Incident is Settled:

- Work with the bully and their parents to find out why they are behaving in such a way.
- Help the bully understand the effect that his/her behaviour is having on others.
- Praise the bully when the behaviour improves – often bullies have very low self – esteem.
- Ensure the bully understands the consequences of their actions in terms of the school's discipline procedures.
- Give the bully the opportunity to discuss their side of the incidents.
- Seek extra support from other agencies, should it be felt this is required.

Working with the Parents

- Speak to the parents of bully victims at an early stage when staff first know of any incident.
- Meet and work with parents of bullies and targets of bullying. (The nature of these meetings and regularity will depend on the circumstances.)
- Ask parents to make immediate contact at any time over bullying incidents, daily if necessary.
- Reinforce advice given to parents and encourage them to read the Kidscape Publications on bullying.

Advice to be Given to Parents:

- Make immediate contact at any time over bullying incidents, daily if necessary and repeatedly.
- Tell us as soon as possible after the event if you think your child has not let us know, or if they think the situation has not been dealt with in a satisfactory way.
- Do not intervene with other parents' children directly. Let the school know.
- Do not keep children home because of bullying – tell us – so it can be dealt with (we are not so successful with children whose attendance is erratic, since relationships with peers are often a problem as a result).
- Allow the school to seek further professional advice and support over difficult bullying (victims and bullies).
- Tell us if your child is ever reluctant to come to school.

Guidance for Children

If someone you know is being bullied:

- 1) Do not take the bully on.

- 2) Let a teacher or adult know what is happening
- 3) Try to be a friend to the person being bullied
- 4) Refuse to join in
- 5) Ask for help until you get it.

If you are being bullied:

1. Always remember if you are being bullied you can do something about it.
2. It is not your fault.
3. Tell! Tell! Tell!
4. Practice what you want to say
5. Write down what is happening
6. Don't give up
7. Ask your parents to visit the school
8. Talk it over with a friend, teacher, mum, dad, guardian or anyone you trust
9. Tell a School Councillor
10. Take control, tell us your views and opinions
 - Report bullying incidents to staff
 - In cases of serious bullying, the incidents will be recorded by staff
 - In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
 - If necessary and appropriate, police will be consulted
 - The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
 - An attempt will be made to help the bully (bullies) change their behaviour.

Monitoring and Evaluation

The schools anti-bullying policy is reinforced regularly within the curriculum, special weeks and assemblies. It should be also reinforced with all staff and in particular with lunchtime staff on a regular basis. Training in dealing with bullying incidents and anti-bullying can take place in the form of insets if the staff feel it is necessary or would like more information.

Staff, pupils, parents and governors can give feedback to review and update the policy in 2021. After one year in place, this policy will be evaluated on whether

- Staff are more vigilant and responsive to bullying
- Fewer pupils report being bullied or that they bully others
- More pupils say they would not join in bullying someone else
- More pupils would tell a member of staff if they were being bullied

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Family Lives (Parentline)	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
Kidscape website	www.kidscape.org.uk
Anti-Bullying Alliance	www.anti-bullyingalliance.org.uk

Review of Policy

This policy will be reviewed annually.

Signed:

Headteacher:

Date: