



Our Lady's Catholic Primary School

Anti-Bullying Policy

At Our Lady's Catholic Primary School we firmly believe that every child in our care has the right to feel safe, secure and happy so they can learn and play at school. We understand the seriousness of all forms of bullying and the deeply damaging impact it can have on those involved. We recognise the value of talking about bullying and of equipping children with strategies for dealing with bullying should they encounter it. As a Salesian community, we are rooted by the life and work of St John Bosco who placed these words at the heart of his mission in life: "You are young, you are precious, you are loved."

Aims

At Our Lady's we aim to:

- Prevent bullying from happening through pro-active means
- Create a climate where it is accepted that bullying must be reported immediately if it is to be dealt with effectively
- Encourage everyone – pupils, parents, teachers, staff and governors – to share the responsibility for stopping and preventing bullying as promptly as possible
- Listen to and support the victims of bullying
- Encourage and support those who bully to change their behaviour and attitude towards others
- Make it clear that bullying will not be tolerated and apply appropriate sanctions as outlined in the Behaviour Policy.

What is bullying?

At Our Lady's we recognise the following behaviours as bullying:

- Physical abuse: hitting, pinching, poking or any harmful behaviour that is threatening or intimidating.
- Verbal abuse and non-verbal abuse: name calling, hurtful comments, nasty gestures or looks.
- Indirect abuse: deliberately excluding a child.
- Cyber bullying: sending unwelcome messages via email, mobile phones or social media.

Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied. At Our Lady's we recognise the following signs and symptoms as a result of a child being bullied:

- Frightened of walking to and from school
- Does not want to attend school
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Self-harms or runs away
- Cries at night time or has nightmares

- Feels ill in the morning
- Underperforms in school work
- Progress declines
- Returns home with clothes that are torn or books that have been damaged
- Has possessions that go “missing”
- Frequently asks for money or starts stealing
- Has unexplained cuts or bruises
- Returns home from school starving
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong

It is possible that these signs and symptoms could indicate other problems but bullying will be considered a possibility and will be taken seriously and investigated as soon as possible.

To prevent bullying in our school we will develop our wider curriculum to ensure:

- All children and young people are clear about the roles they can take in preventing bullying, including the role of bystanders.
- A climate exists where bullying and violence are not tolerated
- Develop peer support systems to prevent and respond to bullying
- Promote safe play areas
- Audit our site regularly to establish that children feel safe, especially known vulnerable areas
- Ensure that staff model positive relationships at all times
- Train all staff to identify and address bullying
- All members of the school community feel listened to and valued through the integration of Restorative Approaches into all areas of school life.

Procedures for dealing with bullying

Bullying of any kind is not acceptable and not tolerated at Our Lady's. We take all incidents of bullying seriously. Once a case of bullying has been identified the following steps will be taken.

Step 1
Discussion between the victim, the Class Teacher and Key Stage Leader
Step 2
Discussion with the perpetrator, the Class Teacher and Key Stage Leader. <i>White incident form completed and stored in ABC folder. Parents informed.</i>
Step 3
Perpetrator completes Reflect and Repair form (blue form) with the Class Teacher <i>Reflect and Repair form stored in ABC folder.</i>
Step 4
Pair/group work to resolve the problem with the designated TA/Learning Mentor.

Step 5
Formal meetings with the Principal and parents
Step 6
Anti-Bullying contract put in place and signed by perpetrator, parents and Principal
Step 7
Fixed term exclusion
Step 8
Permanent exclusion

Support for the victim

Support is provided for the victim in giving him/her an opportunity to talk about his/ her fears and worries. This may be to the class teacher, a teaching assistant or midday supervisor - or whomever the child feels comfortable talking to.

Witnesses who are neither bully nor victim are also encouraged to state the facts without prejudice in order for us to be as fully informed as possible.

We believe that bullies also need help and they need to be able to talk about why they behaved as they did, and to be encouraged to empathise with the victim. They may need to explore strategies for controlling their actions by helping them to think through their behaviour. We acknowledge that bullies may sometimes also be victims and want to talk things through with the class teacher or other adult.

Monitoring and evaluation of bullying in Our Lady's

The Senior Leadership Team will monitor the number of bullying incidents every term that are stored in classroom ABC folders. Class Teachers will monitor weekly through a range of activities that includes pupil voice, circle time activities and other activities that form the curriculum. Class Teachers will check children are:

- being heard
- able to report bullying and get help
- confident in the school's ability to deal with the bullying
- aware that steps are taken to help them feel safe again
- being helped to rebuild confidence and resilience
- aware of how they can get support from others

This policy was ratified by the Academy Committee Representatives on 25th April 2017

Updated: April 2019