



## **ANTI BULLYING POLICY**

FEDERATION OF SACRED HEART BATTERSEA AND ST MARY'S  
RC PRIMARY SCHOOLS

**Date APRIL 2017**

Reviewed (date).....

Signed (Chair of Governors).....

## Our Mission Statements

We value and respect each individual as a child of God.

Create a climate in which Christian values are taught, experienced, lived and celebrated. They are central to and are shared by the whole school community – the children, staff, family, governors and parish.

We will:

Ensure every individual is loved, appreciated and affirmed.

Enable and expect all pupils to achieve their true potential, by providing a broad, balanced and relevant curriculum with equal opportunity to develop their academic, social, creative and sporting skills.

## Rationale

Sacred Heart & St.Mary's Primary Schools are committed to a policy of inclusion, equality and justice. We provide a warm, caring and safe place for all our children so that they can learn and play in a relaxed and secure environment. We firmly believe that bullying of any kind is **totally unacceptable** and will **not be tolerated** within our schools. We take all incidents of bullying seriously. No one deserves to be a victim of bullying. We believe that where bullying is challenged effectively, pupils will feel safe and happy and we will not only demonstrate a school that cares, but a school that makes a stand. Everybody has the right to be treated with respect and pupils who are bullying others need to learn alternative, appropriate ways of behaving.

As a Federation, we acknowledge that bullying can and does happen from time to time and that bullying can also happen to adults within the workplace. 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 free from such oppression and abuse. Bullying is an anti-social behaviour and affects everyone. All pupils should feel able to tell, and when bullying behaviour is brought to our attention, **prompt** and **effective** action will be taken.

All children and young people have the right to be protected from physical, emotional and mental violence; a right enshrined in the United Nations Convention on the Rights of the Child. Children also have the right to learn, live, travel and play in a safe environment where they can thrive and achieve their full potential.

We are a **TELLING** school. **This means that anyone who is aware when bullying does occur, should feel able to tell and have the peace of mind to know that incidents will be dealt with promptly and effectively in accordance with our school Anti-Bullying and Behaviour policy.**

Our anti-bullying policy should be read in conjunction with our school's behaviour policy.

## What is bullying?

S.T.O.P

Bullying is if someone does something unkind to you:

Several

Times

On

Purpose

Bullying inhibits full participation in education and learning, cultural, social and leisure activities. Whatever the reason, bullying is **never acceptable** and will **not be tolerated** at Sacred Heart or St.Mary's Primary Schools.

Bullying generally takes one of **THREE** forms:

- **Physical** – hitting, kicking, spitting, and demanding money or belongings.
- **Verbal** – name calling, insults making racist, sexist, homophobic or offensive remarks.
- **Indirect** – excluding or 'blanking', spreading gossip, damaging property, offensive or abusive emails, text messages or posts on websites – known as '**Cyber bullying**'.

**We believe that bullying someone by email or text messages is still EXTREMELY hurtful and will be dealt with in the same manner.** (To avoid possible prosecution by the police, pupils must remove themselves from social media groups as soon as something unkind/they don't agree with has been said. Pupils should state that they do not agree with what has been said and then remove themselves from the group.)

## What is not bullying?

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done **Several Times On Purpose (STOP!)**.

Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

Remember "STOP" to decide whether it is bullying or not!

## Why we feel it is Important to Respond to Bullying?

Bullying hurts. It impacts in all areas of an individual's life affecting all they do. No one deserves to be bullied. **Everybody has the right to be treated with respect.**

## Aim

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. We are committed to ensuring that the school community works together to create a

happy, safe, caring, stimulating and conducive environment. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school community have the responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

Within Sacred Heart & St Mary's Primary Schools we want:

- All children to feel safe to learn, play and enjoy the company of others.
- All children and adults to be treated fairly, with respect and dignity.
- All adults to feel happy and safe in the workplace.
- Everyone to listen carefully to what children and adults have to say and treat all accounts with due seriousness.

**The school will set about doing this in the following ways:**

- The school will meet the legal requirements for all schools to have an 'Anti-bullying' policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in the **Children's Act 1989**, the **SEN and Disability Act 2014**, the **Government Green Paper 'Every Child Matters' 2003** (outcome 2), the **Children Act 2004** and **KCSIE 2016**.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will know what the school policy is on bullying.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc.) and proactive teaching strategies (PSHE lessons, circle time etc.) will be used throughout the school to reduce opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work and express themselves free from the fear of being bullied.

### **Implementation**

#### ***School***

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with **immediately** by the member of staff who has been approached
- Initially, staff will listen and speak to all children involved in the incident separately.
- A clear and precise account of the incident will be recorded and given to the Head teacher
- Appropriate action will be taken quickly to end the bullying behaviour.
- Appropriate advice will be given to help the victim.
- Staff will reinforce to the bully/ies that their behaviour is unacceptable and they will be given a warning. The bully/ies will be asked to genuinely apologise for what they have done.

- Work will be done with the bully/ies (for example in circle times) to help him/her/them understand and change his/her/their behaviour including investigating the underlying reasons as to why they are bullying.
- Parents will also be kept informed.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Should the bullying continue the Head teacher may make the decision to exclude the child. The parents then have the right to appeal to the Governing Body and the LEA.
- Appropriate records will be kept of all incidents.

### Pupils

#### ***Pupils who have been bullied will be supported by:***

- Offering an immediate opportunity to discuss the experience with a class teacher or a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence – **(SideBeSide/SENco/LearningMentor)**
- Informing parents eg telephone calls, letters and face to face meetings

#### ***Pupils who have bullied will be helped by:***

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents or guardians to help change the attitude and behaviour of the child eg setting targets/offering support/report cards.

#### ***The following disciplinary steps can be taken:***

- **Official warnings to cease offending**
- **Detention – missing break/playtime(s)**
- **Exclusion from certain areas of school premises**
- **referral to external agencies**
- **Internal/external fixed term exclusion**
- **Permanent exclusion**

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, class tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

### Signs and Symptoms of Bullying

Many children and young people do not speak out when being bullied and may indicate through signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and 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
- uses excuses to miss school (headache, stomach ache etc.)
- begins to suffer academically
- 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 or shows signs of being in a fight
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- changes their eating habits (stops eating or over eats)
- goes to bed earlier than usual
- is unable to sleep
- wets the bed
- is frightened to say what's wrong
- gives unlikely excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a text message or email is received

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

Pupils who are bullying need to learn different ways of behaving.

Our school has a responsibility to respond promptly and effectively to issues of bullying.

### **What can you do if you are being bullied?**

We want everybody to feel confident to report bullying whenever and wherever it happens, and get the help they need to feel safe again. If someone is bullying you, it is important to remember that is not your fault and there are people that can help you. Tell someone you trust, giving them as many facts as you can (Who? Where? What? Why? When? How?). All pupils know that if they are experiencing bullying they should tell their teacher in the first instance. Should a pupil not feel confident in doing this our learning mentor is available to speak to pupils or they may choose to use the school council representatives.

### **What can you do if you see someone else being bullied?**

(The role of the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means that the bully has

won and gives them more power. There are ways you can help without putting yourself in danger, for example tell a member of staff as soon as possible or ask someone you trust about what to do.

If you see someone else being bullied, you should:

**S**tart  
**T**elling  
**O**ther  
**P**eople

### **Strategies in school for the prevention and reduction of bullying**

Whole school initiatives and proactive teaching strategies will be used throughout the school

to develop a positive learning environment with the aim of reducing opportunities for bullying

to occur. These include:

- Each class agreeing on their own set of class rules.
- Making national anti-bullying week a high profile event each year.
- Raising awareness through assemblies, work in PSHE/SEAL lessons and circle time discussions.
- Setting up a circle of friends support network to support individuals experiencing difficulties.
- Using drama and role-play activities to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Introducing playground improvements and initiatives, e.g. school sports leaders.
- Using praise and rewards to reinforce good behaviour.
- Involving parents and the wider community.
- Multi agency work – working with social services, police etc.

### **Anti- Bullying week**

Anti-Bullying Week shines a spotlight on bullying and encourages all children, teachers and parents to take action against bullying throughout the year.

It is another effective way to get involved, take a stand against bullying and raise awareness within our school. Through workshops, fundraising, competitions, art and showcases, we aim to highlight as well as stamp out the causes and effects of bullying.

### **Race Equality/Inclusion Statement**

The policies, system and practices at Sacred Heart and St Mary's set out to promote community cohesion and to provide a high quality educational experience for all children. We do not tolerate any form of racism, bullying or harassment. Staff aim to maximise the

potential of all our pupils through:

- Setting suitable learning challenges.
- Responding to children's diverse needs.
- Overcoming potential barriers to learning.

We recognise that it is the responsibility of the entire school community to seek to provide equality of opportunity for all our children regardless of culture, language, religion, ethnicity, ability, disability, gender, sexuality or social circumstance.

### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

### **Parental Bullying**

Parents are not to use social media to send messages and texts about other pupils. This will not be tolerated and if we are made aware of this, depending on the content of the texts, we will consider taking the matter further.

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