

St Paul's Roman Catholic Primary School



Anti-Bullying Policy

This policy, after consultation with the LA and Governors, was adopted by the Governing Body of St. Paul's Roman Catholic Primary School and will be reviewed as and when necessary.

Revised Summer 2016

Mission Statement

‘In Him we live and move and have our being’

This school is an overtly Catholic community of faith. It bears witness to the Gospel values of mutual respect, love, forgiveness, hope and the development of the gifts and abilities, which each one of us has.

The mutual active support of staff, children, parents and governors is needed to put these values into practice in the day to day living of the school.

Bullying is not condoned at St. Paul’s and the school takes a strong stance on any forms of bullying. The aim of the school is to foster self-discipline in the interests of safety, good order and in consideration of the rights of other pupils. At St Paul’s R. C. Primary School we will continuously strive to ensure that everyone in our school community is treated with dignity and respect. Each person in our school community is entitled to develop their full potential with positive regard to gender, ethnicity, disability, culture and religious background.

There is no such thing as acceptable bullying. Children have the right to expect that they will not be bullied at school and at St. Paul’s we will seek to provide a safe, caring and protective environment for our children.

Safeguarding

The school is committed to safeguarding children and has rigorous procedures in place to take all reasonable measures to ensure that risks of harm to children’s welfare are minimized (Child Protection Policy).

Parents’ responsibilities:-

We recognise that attitudes within society are not straightforward. Bullying may not be openly condoned but strength tends to be admired and gentleness and sensitivity perceived as weakness.

We aim to secure the support and the co-operation of parents in an effort to resolve bullying problems. We would expect that parents would: -

- contact the school immediately if they were concerned about their child’s welfare.
- realise that the school would need time to investigate effectively approximately 2 weeks ‘focus’.
- trust the staff to use their expertise and experience to reach a fair outcome.
- not take matters into their own hands.

Staff responsibilities: -

- As a school we endeavour to ensure that all children clearly understand what forms bullying can take.
- We encourage children to actively reject any form of bullying and discuss any concerns they may have with an adult.
- We will involve outside agencies and undertake training when appropriate.
- We will follow the guidance detailed later to prevent bullying occurring.
- If an incident does occur we will follow the procedures detailed later.

Appropriate Physical Contact

St Paul's School supports the policy of appropriate physical contact in response to the needs of a child taking into account the child's age and stage of development, this means adults should not do what a child can do for themselves. Contact should be in an open environment. Adults must ensure that their reaction to a child in distress or because of success does not become unnecessary and unjustified physical contact particularly with the same child over a period of time. Any contact should be in response to the needs of the child and in an open environment. When working with children all adults are reminded that physical contact i.e hugging should not be commonplace and not initiated by either parties regardless of the age of the child. If a child is injured or extremely upset and requires reassurance a common sense approach must be used. (See School Physical Contact Policy).

Children's responsibilities: -

- respect all others in school and their property.
- co-operate with other children and adults.
- recognise different forms of bullying.
- talk to an adult about any problems they may experience with regard to bullying.
- recognise that reporting an incident of bullying which they have witnessed is not tale-telling.
- be a good friend.
- not to retaliate - but to go to an adult if they are not happy with the way they are being treated.
- do not be a victim.

What is bullying?

Bullying is the wilful desire to hurt, threaten or frighten someone by either physical or verbal means. Bullying results in pain and distress to the victim.

- it can be short-term or can continue over a long period of time.
- it can be physical, verbal or even just a **look**.
- it can be overt or subtle.

Bullying can take many forms; it can be:

- Cyber: being cruel to others by sending or posting harmful material using technological means (eg: e-mail, social networking, chat rooms, forums, message boards, phones, webcams, gaming)
- Emotional: being unfriendly, excluding, intimidating, tormenting
- 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

How we will prevent bullying

At St. Paul's we have a strong sense of responsibility for the welfare and well-being of the children in our care. We aim to prevent incidents of bullying arising through our system of pastoral care, topic based assemblies, drama, art, R.E. lessons, signs around the school and good example.

- as a community we will be aware of possible signs of distress or marked changes in behaviour which may indicate that a child is being bullied.
- we will have a consistent approach to behaviour throughout the school.
- we will raise awareness of appropriate behaviour, ensuring boundaries are clearly defined.
- we will foster positive caring attitudes towards everyone, ensuring that achievements at all levels are acknowledged and valued.
- we will encourage independence and discipline so that each child accepts responsibility for his or her own behaviour.
- we aim to educate our children with respect for each other and consideration for the needs and value diversity.
- we will encourage the view that reporting incidents of bullying is taking responsible action, rather than 'tale-telling'.
- ensure that supervision arrangements take into account times of the day and places where bullying is likely to take place.
- regularly review seating arrangements in class and note changes in friendship groups.
- we have good communication between staff at all levels in managing and monitoring bullying.
- prepare an anti-bullying information leaflet for families.

If an incident of bullying occurs

We believe that prevention is better than cure. However, should any child report an incident of bullying he/she will be listened to, taken seriously and appropriate enquiries will be made in every instance. Any witnesses to the incident will be interviewed - the basis of the enquiry should be - WHO? WHAT? WHEN? WHERE? And WHY?

The outcome of the enquiries will be communicated to all those involved to ensure that everyone understands that bullying will not be tolerated.

In certain instances the following procedures will be implemented: -

- the Headteacher and / or member of Senior Leadership Team will make a written report on the incident, discussions between everyone involved and the actions taken.
- the bullied pupil will record the event in writing/pictorial form and will be encouraged to express their worries or concerns.
- the alleged bully will record the event in writing/pictorial form and will discuss the consequences of their actions. They will be encouraged to use more positive and acceptable forms of behaviour in the future.
- the parents / carers of the children are informed of the situation and invited to contribute to its resolution.

Evaluating the success of the policy

- we have happy confident children who display good attitudes towards social and academic issues.
- we have low levels of absenteeism and truancy and children are keen to attend school.
- all members of the school community show respect towards each other and their surroundings.
- children are happy to be involved in all aspects of school life both inside and outside of the classroom situation.
- all staff have confidence in the methods used by the school in preventing bullying.
- staff will undertake training to keep up to date with current strategies.
- parents feel confident that any concerns would be handled in a fair, professional and sensitive manner.