



## ST. MARY'S CE PRIMARY SCHOOL ANTI-BULLYING POLICY

At St. Mary's we regard bullying as particularly serious and always take firm action against it. The Core Values which underpin everything we do at St. Mary's are central to the Christian faith. They are:

- LOVE
- FORGIVENESS
- HOPE
- EQUALITY



### Definition of Bullying

*Bullying is unwanted behaviour that oppresses and intimidates another person, emotionally and sometimes physically. The behaviour is repeated or has the potential to be repeated and as a result makes the person feel unhappy and unsafe. A child or person affected can be bullied at any time or place.*

*(Developed by BIG Peer to Peer Group, Sept. 2012 - Salford City Council).*

**Bullying can be Physical, verbal or emotional by a single person or a gang.**

### Reporting and Recording

Stage One	Child/Parent reports incident to Class teacher	Class teacher speaks to all parties involved, follows behaviour policy with regards to sanctions and monitors closely. The Learning Mentor (LM) will be informed if appropriate. If the LM is involved, she is responsible for maintaining records of her intervention.
Stage Two	Class teacher/Parent to inform Head Teacher	Head Teacher to record incident on Behaviour Monitoring log and initiate individual behaviour monitoring card. Parents informed via formal meeting with the HT. In some cases, an Individual Behaviour Action Plan will be written. In all cases at Stage 2, the impact should be evaluated following a period of review.

### Cyber-Bullying

Children learn to keep safe online through our computing curriculum and Safer Internet Day. School regularly provides parents with current guidelines and offers workshops and face-to-face advice. Staff, children and parents are made aware of reporting procedures offered by agencies such as CEOP.

### **Anti-Bullying Ambassadors**

The school's learning mentor trains a group of Key Stage 2 pupils to monitor and support their peers. These pupils meet regularly and are identified by their anti-bullying ambassador sash. The ambassadors lead the school in signing up to an anti-bullying pledge.

### **Restorative Justice**

In some cases, the Learning Mentor will follow the system of Restorative Justice to support pupils. The following principles will be followed:

- Be impartial - it is important not to take sides and make assumptions.
- Every child has a voice and only ONE child speaks at once - listen carefully to each child and make sure there are no interruptions.
- Start with the uninjured child first -you are more likely to get the truth.
- Focus on children's feelings and how each other feels.
- Take suggestions for repairing the harm (making things right)
- Children come to their own agreement on how to make things right.

Reviewed: June 2017