

St Pius X Catholic Primary School

Anti Bullying Policy

At St Pius Catholic X Primary School we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying of any kind is unacceptable and will not be tolerated in our school.

This policy was developed through a process of consultation with all Governors, staff and pupils of the school. A copy of this policy is available for all parents on request and it will be reviewed annually and amended if necessary.

Rationale

We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At St Pius X Primary School, we acknowledge that bullying does happen from time to time – it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to confide in a trusted person and know that incidents will be dealt with promptly and effectively in accordance with this anti-bullying policy.

What is Bullying ?

The new definition of bullying is, 'a person who habitually seeks to harm or intimidate those who they perceive as vulnerable'. (Taken from the Oxford, Cambridge and Collins dictionary, updated 2018)

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate.

(Preventing and Tackling Bullying July 2017)

Bullying is any behaviour which is persistent and prolonged and can take any of the following forms

- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation.
- **Verbal** - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- **Physical** - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence.
- **Racist** - racial taunts, graffiti, gestures, making fun of culture and religion.

- **Sexual** - unwanted physical contact or sexually abusive or sexist comments
- **Homophobic** - because of/ or focusing on the issue of sexuality.
- **Cyber** - sending offensive text messages, msn messages, emails or through using a mobile phone
- Any unkind or negative comments, gestures or actions made to someone relating to a disability or special educational needs.

Bullying is not:

It is important to understand that bullying is **not** the *odd occasion* of falling out with friends, arguments or when the occasional trick or joke is played on someone. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills necessary to repair relationships.

Strategies to help prevent bullying

It is the responsibility of all those who work in our school to create and maintain the caring ethos and discipline of our school. Our Behaviour Policy explains how we aim to promote positive behaviour, in order to prevent incidents of bullying occurring.

In school we raise awareness of bullying and the importance of looking after each other.

Staff procedures for reporting and responding to bullying incidents

The following procedure should be followed by all staff when an incident of bullying has been reported or witnessed, bringing the incident to a satisfactory resolution.

- Listen carefully and sympathetically to the alleged victim.
- Record the alleged victim's version of events using their words on cpoms.
- Reassure the alleged victim that they have acted correctly by reporting the incident to staff.
- Find out if there are any witnesses.
- Collate witness statements to corroborate version of events.
- Speak to the alleged perpetrator to find out their version of events.
- Explain to the alleged bully how their actions are causing distress.
- Organise a meeting with the parents of the bully to discuss the inappropriate behaviour and through negotiation find ways to resolve the situation.
- Ensure that the victim and the victim's parents are aware that steps have been taken to stop the bullying.

Actions to be implemented against the bully

- Removal from the playground during break times and/or lunchtimes.
- Closely supervised playtimes
- Removal of privileges.
- Meet with parents to discuss behaviour.
- Bully to apologise for their behaviour.
- Reinforce rules and expectations of the school and ensure the bully understands why their behaviour is unacceptable.

Roles and responsibilities:

The Headteacher

- To ensure the health, safety and welfare of all children in the school.
- To ensure that all staff receive sufficient training to keep children safe in school.
- To keep a record of all reported incidents of bullying.

The Local Governing Body

- To support the school in its efforts to eliminate bullying from our school.

School Staff

- To implement the Anti-bullying Policy in a consistent manner.
- To act with integrity and sensitivity when dealing with bullying incidents.
- To report all incidents of bullying promptly and actions taken.

Parents

- To report to the school promptly, if they are concerned that their child may be being bullied, or may be a perpetrator of bullying.
- Parents should support the school in dealing with incidents of bullying in accordance with the guidelines set out in this policy.
- To ensure that the message of anti-bullying is discussed, explained and reinforced at home when necessary.
- To remind their children of the school rules and expectations set out in the Behaviour Policy.

Monitoring and review

The effectiveness of this policy will be monitored regularly, we will analyse the following

- The amount of reported incidents of bullying.
- Comments and feedback from parent and pupil questionnaires.
- Feedback from members of the School Council.