



**Our Lady of the Angels Catholic Primary School**

**Anti-Bullying Policy**

**Adopted by Governing Body on: 31 October 2017**

**Reviewed by Governing Body on: .....**

**“You are like light for the world.”**

**(Matthew 5 v 14)**

## **Rationale**

We at Our Lady of the Angels Catholic Primary School believe that all persons are entitled to a caring and safe environment in which to work and play. We aim to create a loving, Christian environment, which follows the Gospel values. We regard bullying as unacceptable as it contravenes this philosophy.

## **Purpose**

1. To promote an environment which discourages bullies.
2. To foster an environment in which children and parents feel able to express their concerns.
3. To establish a system for dealing with complaints and concerns.
4. To actively promote anti-bullying strategies thereby empowering children, parents and staff to decide a course of action to minimize further bullying incidents.
5. To foster co-operation with parents and carers.

## **Definition of Bullying**

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through cyberspace, and comes in many different forms:

**Verbal:** Name calling, persistent teasing, mocking, taunting and threats.

**Physical:** Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.

**Emotional:** Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.

**Cyber:** **Cyber bullying** is the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

What is NOT bullying

**One-off incidents:** Bullying is persistent and repetitive, and generally fits a pattern of behaviour. However, there will be occasions when a one-off incident is so significant that it causes long term effects, and is therefore categorised as bullying. One example may be extreme public humiliation that deters someone from engaging in discussions or social events.

**Mutual conflict:** A disagreement, argument or fight in which both parties have equally participated and where there is no imbalance of power.

## **Guidelines**

### **Anti Bullying Charter**

The school has accepted the terms of this Charter and will work to ensure its sentiments are established within the practices of the school.

### **School Responsibility**

1. To provide all staff and children with appropriate training to enable them to recognise, report and to respond to incidents of bullying.
2. To ensure adequate levels of supervision throughout the school to limit the opportunity for bullying to take place.
3. To inform parents of procedures taken in cases of bullying.

### **Teacher/parent responsibility**

Bullying cannot be addressed in isolation and therefore it is essential that teachers and parents work together. Together we will:

- Foster an atmosphere of care and respect of each other.
- Encourage the use of good language.
- Encourage children to listen to the views of each other.
- To use the SEAL support material within the class.
- Encourage children to put into practice their part of the Home School agreement especially to respect each other for who they are and what they can do.
- To lead by good example.
- To work with the School Council to review the pupil element of the Home School Agreement and to make its elements visible to the pupils in the school. (e.g. banners displayed in school hall, reference made to the Home School Agreement.)
- To create friendship groups within the school with a Staff member identified as their leader. Groups to meet each term to discuss problems.
- To highlight the school's determination to prevent bullying by involving children in the Anti Bullying Annual Week.

### **Procedure for dealing with bullying in school**

1. Any child making a complaint of verbal, physical or emotional bullying will go in the first instance to the class teacher; at playtime to a teacher/teaching assistant on duty; or at lunchtime to the MTA Supervisor who may then inform the appropriate adult. A decision will be made to activate the following:
  - The incident to be logged on CPOMS and letters sent home to parents informing them of the matter.
  - When a parent brings to the notice of the school a specific incident of bullying the identified children will be interviewed, their parents informed and any appropriate action decided upon.

- If the bullying continues or parents are not satisfied with the response then the matter can be reported to the Chair of Governors. In this instance the official CAST procedure will be followed.

At all times when dealing with bullying, the victim of the incident must not be made to feel in the wrong. He/she must be supported and assured the problem will be resolved.

### **Adult Bullying in school and Aggressive Parent behaviour**

Our Lady of the Angels Catholic Primary School will not tolerate any form of bullying or intimidation by an adult towards another adult. If a staff member feels bullied or intimidated by another staff member, this will be dealt with as a staff discipline procedure.

If a parent intimidates or acts in an aggressive way towards a member of staff they will be asked to leave the premises and the matter will be referred to the Head Teacher in the first instance and then if required to the relevant Governing Committee.