

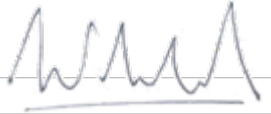
Anti-Bullying Policy



St Clare's Primary School,
A Catholic Voluntary Academy

The second most important commandment is this: 'Love your neighbor as you love yourself.' There is no other commandment more important than these two."

Mark 12:31

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Introduction

At St Clare's we are committed to sustaining a safe, positive and inclusive environment for everyone in our school community.

We believe that:

- All pupils, staff, parents and carers have the right to be protected from bullying and abusive behaviour.
- Bullying is unacceptable and will not be tolerated.
- Staff, parents, carers and children should model appropriate behaviour towards one another.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of the school community should report incidents of bullying if they are aware of this.
- All members of the school community will be listened to respectfully and taken seriously.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.

- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

If bullying does occur, all members of the school community should be able to tell and know that incidents will be dealt with promptly and effectively.

Aims and objectives of this policy

- The aim of this policy is to set out what bullying is, how we respond to bullying, and how we create a positive and anti-bullying culture and ethos.
- To reduce the instances of bullying throughout the school.
- All governors, teaching and non-teaching staff, pupils, parents and carers should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils, parents and carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils, parents and carers should be assured that they will be supported when bullying is reported.

This policy was developed following consultation with staff, governors, pupils, parents and carers and is written in line with the DfE guidance-Approaches to preventing and tackling bullying: Advice for School Leaders, Staff and Governing Bodies' (Published 13 June 2018), the Behaviour policy, the Safeguarding policy, the Equality policy, the Acceptable Use policy for ICT, with advice and support from the Leicestershire Anti-Bullying Team.

Responsibilities

The Governing Body of the school are responsible for determining the content of the anti-bullying policy in collaboration with the Headteacher and Deputy Headteacher. The lead staff at St. Clare's School are the Headteacher and Deputy Headteacher and they are responsible for the implementation of the policy.

This policy is published on the school website and a hard copy can be obtained from the school office.

Definition of bullying behaviour

Bullying is unwanted, aggressive behaviour among school aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both kids who are bullied and who bully others may have serious, lasting problems.

In order to be considered bullying, the behaviour must be aggressive and include:

- **An Imbalance of Power:** Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- **Repetition:** Bullying behaviours happen more than once or have the potential to happen more than once.

(www.stopbullying.gov)

How bullying differs from other types of unacceptable behaviour

Children will have friendship fall outs and these are dealt with sensitively in school but this is not bullying. Bullying is several times on purpose.

Types of bullying behaviour

There are four kinds of bullying described by the children of St. Clare's as;

Physical

This includes pushing, hitting, kicking, punching or any other forms of violence. Taking, hiding or damaging someone else's belongings.

Verbal

This involves name-calling, threats, insulting, abusive remarks, nasty and teasing

Psychological/ Emotional

This involves spreading rumours, exclusion from games and chats, tormenting, humiliating, excluding from social groups, gesturing, body language

Cyber

This involves the use of electrical devices, including mobile phones, and social net-working sites on the internet to deliberately upset someone

Forms of bullying

Racial, religious, cultural; SEN and disabilities; appearance or health conditions; related to home circumstance; homophobic; biphobic; transphobic and sexual.

Not only does this affect a young person's self-esteem, emotional health and wellbeing but it also can have an effect on their attendance at school and their attainment.

Bullying Outside School Premises ...

Where bullying outside school is reported to school staff, it will be investigated and acted on. Bullying will not be tolerated and the Headteacher has a statutory power to discipline pupils for poor behaviour outside of the school premises.

Reporting and responding to bullying -(Advice for someone who is being bullied)

What to do if you are being bullied ...

- Tell an adult or somebody you trust what has happened straight away.
- Get away from the situation as quickly as possible.
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

If you experience bullying by mobile phone text messages or e-mail ...

- Tell a friend, parent or teacher.
- Be careful who you give your mobile phone number or e-mail address to.
- Make a note of exactly when a threatening message was sent and save the evidence.

Who to report to if you have been bullied...

- Tell a teacher or another adult you trust within school.
- Tell your family.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.
- Don't blame yourself for what has happened

Talking to your child if they are being bullied (Advice for parents)

- Calmly talk with your child about his/her experiences.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.

How to report concerns about bullying...

- Make an appointment to see your child's teacher.
- Explain to the teacher the problems your child is experiencing.

When talking with teachers about bullying...

- Try to stay calm and bear in mind that the teacher may not be aware of the incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved as well as how often it has happened.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve as well as if problems continue.

What school will do next

- The school will keep a record of the bullying incident, including prejudice-related incidents.
- The class teacher/anti-bullying champion will investigate the incident and report back their findings to the child and their parents along with any actions to take place.
- The school will keep an eye on the child/ren and keep in touch with the parents about any improvements or ongoing issues.
- Both parties will be offered support and ways to change their behaviour. This includes restorative justice approaches such as working on ways to avoid a repeat of the situation with all parties involved. If follow up action is required then support may be put in place eg. weekly/fortnightly meetings, peer support/a buddy, things to do at break/lunch times so they are not alone or ELSA.

Recording bullying and evaluating the policy (Information for parents)

How bullying is recorded...

All bullying incidents are recorded on CPOMS – an online reporting tool.

The incidents recorded on CPOMS will be monitored regularly and any patterns/trends etc identified will be reported to governors and used to inform the school's practice.

Strategies for preventing bullying

- Anti-bullying week assemblies and activities

- ELSA support
- Restorative Justice
- Staff CPD

If you are not satisfied with how we handled your situation...

- Check with the school anti-bullying policy to see if agreed procedures are being followed. Make an appointment to discuss the matter with the Headteacher.
- If still dissatisfied, please follow the Complaints Procedures a copy of which will be provided by the school.

If your child exhibits bullying behaviour...

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Try to role model the behaviour that you expect from your child so that they can learn from this outside school.
- Show your child how he/she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/ she is cooperative or kind to other people.