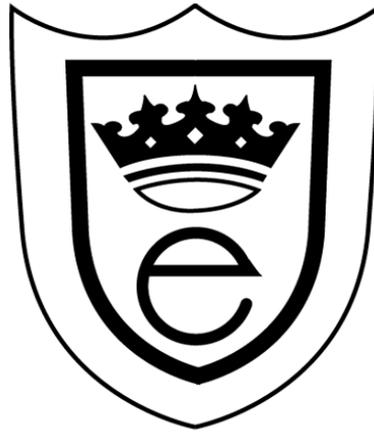


St Elizabeth's Catholic Primary School



Anti-Bullying Policy

School Mission Statement and Values

Our mission at St Elizabeth's Catholic Primary School is to educate our children to reach their full potential in the context of a Catholic community in which each individual shares, or is in sympathy with, the teachings of the Catholic Church and the Christian way of life.

Our core values of **equality, excellence, kindness, forgiveness, perseverance, friendship, courage, service and respect** were chosen by our pupils to be the overriding principles to which the whole school aspires, together with our golden rule, "Love one another as I have loved you" *John 13:34*.

We seek to make St Elizabeth's School a secure, happy and inclusive environment that is a place:

- of the highest quality teaching and learning;
- of compassion, co-operation and reconciliation;
- where each child is seen and appreciated as a unique individual;
- in which every child's talents are developed and their needs met;
- where mistakes are learning opportunities;
- in which all children are empowered to keep themselves safe and healthy;
- where endeavour and excellence are encouraged and celebrated;
- in which cultural diversity is respected and valued;

We value worshipping and celebrating together, sharing our Christian witness and drawing strength from and serving our local parishes and the wider community.

Policy Review

This policy will be reviewed in full by the Governing Body bi-annually.

The policy was last reviewed and agreed by the Governing Body in May 2017.

It is due for review in May 2019.

St Elizabeth's Catholic Primary School

Anti-Bullying Policy

St Elizabeth's is a school in which all children are valued and their achievements celebrated. We provide a caring, secure Christian community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and co-operation. Our school motto 'Love one another as I have loved you' permeates all aspects of school life and we believe that each individual is unique, special and created in the likeness of Christ. We strive to be a community centred on the Gospel values of compassion, forgiveness and love for our neighbour and these key principles underlie our School Values, our School Behaviour Policy and Anti-Bullying Policy.

This policy should be read in conjunction with the school's E-Safety Policy, Safeguarding and Child Protection Policy and Keeping Children Safe in Education 2016.

At St Elizabeth's:

- All bullying, of any sort, is unacceptable and will not be tolerated.
- Pupils who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community actively promotes an anti-bullying environment.

OUR INTENTIONS IN PRODUCING THIS POLICY ARE:

- To express our belief that all pupils should be included fully in the life of the school.
- To provide a learning environment free from any threat or fear.
- To reduce and to eradicate, wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.
- To reduce and to eradicate, wherever possible, instances in which pupils are subject to any form of bullying.
- To respond effectively to all instances of bullying that are reported to us.
- To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.
- To provide support for pupils who are accused of bullying, who may be experiencing problems of their own.
- To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.
- To meet any legal obligations which rest with the school.

DEFINITION OF BULLYING:

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", March 2014) Bullying involves dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical – hitting, punching, kicking, biting, pushing, spitting, extortion, taking another’s belongings.
- Verbal – name calling, insulting, making offensive remarks, mockery, sarcasm, persistent teasing.
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones/social networking sites.
- Psychological – exclusion from social groups, being ridiculed and humiliated, being tormented.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying.
- Sexist bullying.
- The use of homophobic language.
- Bullying of pupils who have special educational needs or disabilities.

CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL:

All year groups within the school explore bullying in depth in the Autumn Term during National Anti-Bullying week. Whole school, year group and School Council led assemblies and workshops take place to highlight the issues surrounding bullying. In addition every class addresses bullying throughout the year in regular circle and discussion times.

The school works hard to ensure that all pupils know the difference between bullying and ‘falling out’ and the both staff and pupil play leaders are available to deal with friendship problems and pupil disagreements and assist pupils at lunchtimes and break-times when necessary.

Our School Values and Behaviour Policy promote positive behaviour in school to create an environment where pupils behave well, where pupils take responsibility for each other's emotional and social well-being and where they include and support each other.

We also draw on the school’s RE and PSHE Curriculum to promote appropriate behaviour and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding for victims and help build an anti-bullying ethos.
- Teach pupils how to constructively manage their relationships with others.

Circle Time, assemblies, role-plays and stories are used to highlight what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents when they join our school.

The school Anti-Bullying Charter is displayed around the school and in classrooms to remind pupils of their rights and responsibilities.

Our Anti-Bullying policy is published on the school web-site.

Posters around school tell pupils what to do if they are bullied or see others being bullied and Childline and other sources of confidential help are clearly displayed and accessible in the KS1 and KS2 areas of the school.

Our School Council meet regularly to discuss any issues and concerns regarding pupil welfare and all forms of bullying can be discussed on a regular basis.

We use the responses from the annual pupil questionnaires to gauge how safe children feel in school and we review our procedures following these each year.

All staff endeavour to ensure that there is an emphasis on promoting positive behaviour, creating a healthy work ethic within the school, providing a culture of praise, social awareness and inclusion. We will provide regular training for teachers and non-teaching staff to spot the signs of bullying and how to respond to it quickly and effectively.

STRATEGIES FOR DEALING WITH BULLYING:

In dealing with incidents of bullying we use a range of strategies, selecting those appropriate to the circumstances from the following list:

- Co-operative group work throughout the school - to encourage children to work together, be tolerant of others' ideas, trust others and be more willing to listen.
- Circle time - to set time aside for pupils to take part in games, activities, role play and discussion in a safe environment where all opinions are valued.
- Circle of friends - to build relationships around a vulnerable pupil with the pupil's and parent's agreement to offer support and friendship.
- Befriending - to appoint a specific child as a support/friend (appointed by a member of staff).
- Mediation by adults - to establish ground rules that will enable the bully and the person being bullied to co-exist in school.

RESPONDING TO INCIDENTS WHEN THEY ARISE:

Bullying may be reported by a child, a member of staff or a carer/parent. In some cases a child may admit to a member of staff that they have bullied another child. All reported incidents of bullying must be investigated and taken seriously by staff members.

Children who have been bullied should report this to:

- Any member of staff (Teachers, Teaching Assistants or Lunchtime Supervisors).
- Their class representative of the School Council.
- Peer mentors.
- Their parents.
- A school friend.

Children who see others being bullied should report this to:

- Any of the above.

Members of staff who receive reports that a child has been bullied should report this to

- A member of the Senior Leadership Team (Head, Deputy Head or Key Stage Leader).

Reports of bullying will be logged by:

- The class teacher or member of SLT. All reported incidents of bullying will be taken seriously and investigated. A record will be kept of the incident using the Incident Report Form in Appendix 1.
- The class teacher of the victim will be responsible for this and is required to give a copy of the incident to the Deputy Headteacher and Headteacher.
- Where bullying is of a racist nature, this will be reported to Richmond Borough using the Racial Incident Report Form.
- All suspected incidents of bullying will be discussed and reviewed at Leadership Team meetings. Governors will receive regular updates from the Headteacher through the Headteacher's Report to Governors once a term. The Chair of Governors will be informed of any serious incidents of bullying.

Work with children who have been bullied could involve some or all of the following:

- They will be reassured that they do not deserve to be bullied and this is not their fault.
- We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will involve their friends/peer mentors/carer/parent
- The Headteacher, the Leadership Team, class teacher and other appropriate members of staff will monitor the situation closely with follow up discussions with the child.

We may then adopt strategies from the following list as appropriate:

- We will interview the child (or children) involved in bullying separately.
- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will adopt a joint problem solving approach where this is appropriate, and ask the children involved to help us find solutions to the problem. This will encourage children involved to take responsibility for the emotional and social needs of others. Each child must be given an opportunity to talk and the discussion should remain focussed on finding a solution to the problem and stopping the bullying reoccurring.
- Time will be spent talking to the child or children who have done the bullying, explaining to them why their action was wrong and how they should change their behaviour in the future. When appropriate we will invite the children's carers to school to discuss the situation. The school will try hard to support the offender through mentoring and by home school link systems, working with parental support.
- We will reinforce the message that bullying is not acceptable and that we expect bullying to stop.
- We will affirm that it is right for children to let us know when they are being bullied.
- We will consider sanctions under our school's Behaviour Policy.
- We will keep records of incidents of which we have become aware and our responses to these.
- We will follow up after incidents to check that the bullying has not started again.
- We will also work with children who have been involved in bullying others to ascertain the sort of support that they themselves need.

Our policy will be to use our discretion to respond flexibly and in an appropriate way to each incident using **Restorative Approaches** where possible to involve children in conflict resolution.

IF BULLYING PERSISTS:

If necessary, we will invoke the following range of sanctions that are in line with the school's Behaviour Policy. These include:

- Removal from the group.
- Withdrawal of break and lunchtime privileges.
- Withholding participation in school events that are not an essential part of the curriculum.
- In extreme cases we will also consider fixed term and/or permanent exclusion from school.

OUR RESPONSIBILITIES:

Everyone within school is expected to:

- Act in a respectful and supportive way towards one another, and
- Adhere to and promote the objectives of this policy.

Pupils are expected to:

- Report all incidents of bullying and suspected incidents that victims may be afraid to report.
- Support each other and seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

Parents can help by:

- Supporting our anti-bullying policy and procedures.
- Encouraging their children to be positive members of the school community.
- Discussing with their child's teacher any concerns that their child may be experiencing or if they are unhappy in any way.
- Helping to establish an anti-bullying culture outside of school.

BULLYING OUTSIDE THE SCHOOL PREMISES:

Schools are not directly responsible for bullying that occurs off the premises but our pupils may witness or experience bullying on journeys to and from school carried out by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying outside of the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupils are bullying.
- Talk to the police.

The DfES says that, "exceptionally failure to take disciplinary steps to combat harmful behaviour outside the school might breach the school's common duty of care." Legal Services advise that schools can take disciplinary action against pupils for incidents that occur outside of school.

CONCERNS AND COMPLAINTS:

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Headteacher's notice immediately. If the Headteacher cannot resolve these concerns informally, parents may raise their concerns more formally through the school's Complaints Procedure, a copy of which may be obtained from the school office or on the school website: www.st-elizabeths.richmond.sch.uk

EVALUATING OUR POLICY:

We will evaluate our anti-bullying policy using the following measures:

- The number and types of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class time.
- Annual Pupil and Parent Questionnaires.
- School Council Meetings and Peer Mentor Meetings.
- The number of complaints that we receive from parents.
- From the comments made by visitors and other people connected with the school.

OWNERSHIP OF THIS POLICY:

This policy was agreed by staff and governors of the school with the involvement of the School Council.

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The Headteacher is responsible for introducing and implementing this policy. However all staff, pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

The named Governor with lead responsibility for this policy is: Mr Paul Webb, Safeguarding Governor.

The named member of staff with lead responsibility for this policy is: Jane Hines, Headteacher.

SECTION B: ACCOUNTS OF THOSE INVOLVED

Alleged perpetrator(s) account of the incident

Name(s)

Age

Year group

Class

Bystanders' / witnesses' accounts of the incident

Name(s)

Age

Year group (s)

Class

Parents/carers of alleged perpetrators informed:

Date

Time

Staff member who contacted perpetrator's parents

SECTION C: ACTION TAKEN

Details of immediate action taken:

Monitoring of action taken and details of follow up and longer term action taken: