

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 and are based on Catholic Social Teaching. These are the overriding principles to which the whole school aspires, together with our school motto, *"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.

Commitment to Equality: *We are committed to providing a positive school environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation.*

Approved by:	Full Governing Board
Status	Statutory
Review Cycle	Every 3 years
Date written/last review	September 2023
Date of next review	September 2026

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Anti-Bullying Policy

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Anti-Bullying Policy

1. Introduction

At St Elizabeth's 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 Behaviour Policy, Online Safety Policy, Safeguarding and Child Protection Policy and Keeping Children Safe in Education guidance.

2. Creating an Anti-Bullying Culture

St Elizabeth's Catholic Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the headteacher. A clear account of the incident will be recorded in CPOMS (Child Protection Online Management System). All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

3. What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

In St Elizabeth's Catholic Primary School, our definition of 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 online”

Bullying is:

Repetitive

Hurtful

Intentional

Power
balance

4. Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils’ wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression.

Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully, need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying. These include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT+ pupils and those perceived to be LGBT+.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality

- Transphobic – because of gender identity or perceived gender identity

5. Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In our school we do this by:

- Using assemblies and class discussion time in class to ensure that pupils understand the differences between falling out and bullying.
- Building a positive ethos based on respecting and celebrating all types of difference in our school.
- Creating a safe and happy environment, with positive relationships that have an impact on learning and achievement.
- Having School Values that all pupils, staff and parents understand.
- Work in school which develops empathy, social skills and emotional understanding e.g. Zones of Regulation, Emotion Coaching, RHSE curriculum
- Raising awareness of online bullying through regular online-safety lessons.
- Promoting diversity and inclusion
- Focussed work with individuals and groups of pupils where required, to support understanding and development of social skills e.g. social skills groups, ELSA (Emotional Literacy Support Assistant),
- Ensuring playground and midday staff are trained and we have a range of activities at lunchtime to promote positive play.
- Offering training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.

6. Reporting bullying in our school

Pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe. Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- A friend

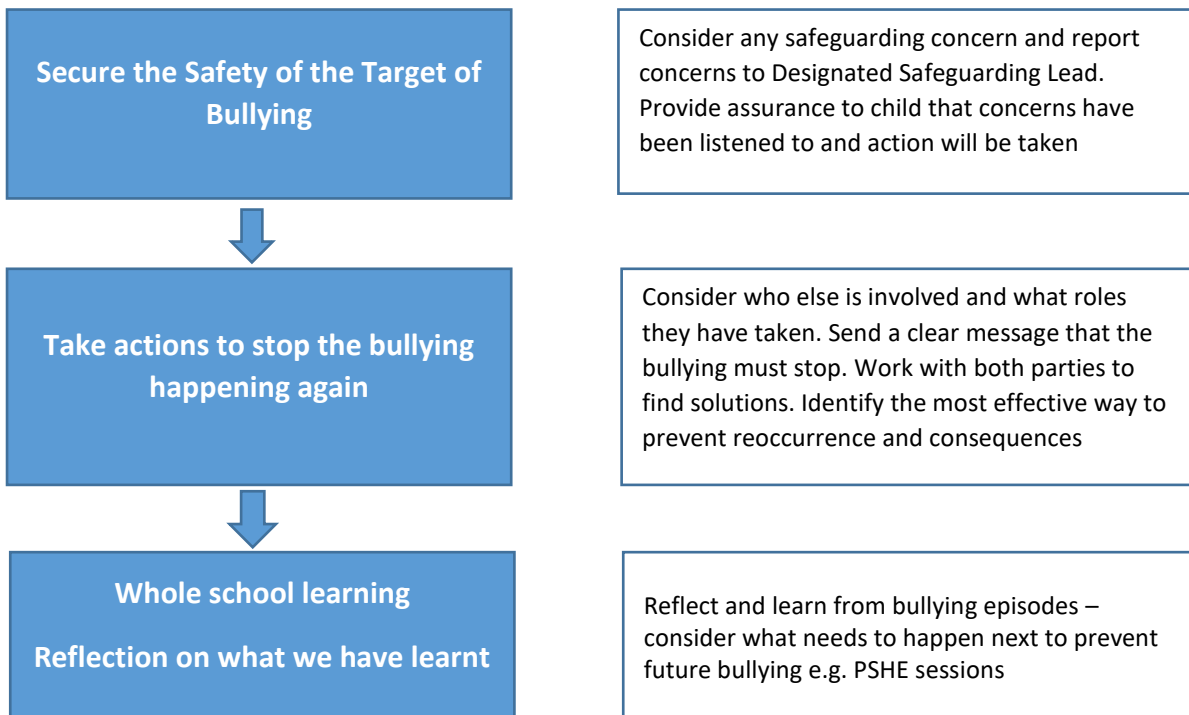
Each class has a 'worry box' where children can report their concerns. There is a virtual worry box on our school website where children can also report their concerns.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school.

Parents are also encouraged to report concerns and bullying to a member of staff, normally the class teacher

When pupils report their concerns our staff are trained to LISTEN and to BELIEVE. We involve children as far as possible in finding solutions.

7. Responding to Bullying



Bullying is categorised as a ‘serious incident’ as outlined in our School Behaviour Policy.

All staff are required to record all incidents of bullying in CPOMS.

Sanctions for the perpetrator of bullying may be given in accordance with our School Behaviour Policy.

We recognise that perpetrators of bullying may have experienced trauma or bullying and we will consider support that may be needed.

We monitor and review all bullying incidents in CPOMS to determine any patterns or trends that may require further action.

The number, type and frequency of bullying incidents are reported to governors each term.

On a regular basis we give pupils the opportunity to feedback on how safe and happy they feel at school, we do this through pupil questionnaires and School Council meetings.

8. Procedures for parents:

- If a parent has any concerns about their child, they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns at St Elizabeth's and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.
- The school will work with both your child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately they should follow the school's complaints policy.
- All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity and respect at all times. This includes both face-to-face contact and online.

9. Where to get help and advice

There are lots of organisations that provide support and advice if you're worried about bullying:

- [Anti-Bullying Alliance](#)
- [Bullying UK](#)
- [Childline](#)
- [The Diana Award](#)
- [Internet Matters](#)
- [Kidscape](#)
- [The UK Safer Internet Centre](#)
- [UK Council for Child Internet Safety \(UKCCIS\)](#)