

Our Lady and St Edward Academy

Anti-Bullying Policy

Aims & Ethos: Governors and staff at Our Lady & St Edwards Catholic Primary & Nursery School value each child as a unique individual made in the image and likeness of God with a range of individual gifts and talents. Therefore, we aim to provide every child with access to a broad and balanced education and to ensure their continuous progress to meet their full potential. To create a happy, caring environment for all our children, where they are free from the worry or threat of bullying in all its forms.

Objectives

- To provide a clear definition of bullying
- To raise awareness among pupils and staff of what bullying is
- To provide children with strategies to deal with bullying
- To encourage a co-operative attitude in dealing with bullying
- To reduce the opportunities for bullying to take place
- To encourage a caring attitude to others
- To provide a playground environment which encourages good play activities
- To deal effectively with instances of bullying
- To support the victim and the bully
- To keep parents informed of serious or repeated incidents

Definition

Bullying is a wilful, conscious desire on the part of one person or a group of people to dominate another through direct or indirect means over a period of time.

Direct:

1. Verbal Intimidation - hurtful comments, threats, extortion
2. Physical Intimidation - actual physical harm, damage to property
3. Written Intimidation - letters saying hurtful or threatening things
4. Hidden Bullying - the look, nudge, gesture
5. Cyber Bullying; including text messages or any social media sites.

Indirect:

5. Exclusion from group play caused by threats to the victim
6. Exclusion from play activities for no justifiable reason
7. Enlisting a friend or sibling to do the bullying
8. Circulating unpleasant things about the victim in written or verbal form

Preventative Strategies

The school will use both direct and indirect methods to prevent bullying occurring

- Children will be taught strategies to deal with bullying
- Through RE, PSE, Health Education, DARE and Statements to Live By, children will learn how to recognise bullying and be given the opportunity to discuss the issues surrounding bullying
- Children will be given clear instructions regarding procedures to follow if they are being bullied or see bullying occurring
- Staff will be made aware (via the policy) of forms of bullying and will be able to identify, at an early stage, where this may be occurring
- Staff will follow the procedures in this policy to ensure that the needs of both victim and bully are met
- Anti-Bullying Week will take place annually to highlight this issue
- The school has a 'Buddy' group who are on the playground every day.

How to Deal with Bullying

- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be assertive – shout “NO” and walk away confidently.
- Stay with a group of friends or other people.
- Find a teacher or other staff member.
- Find a member of the 'Buddy' group.
- Tell an adult you can trust, what is happening.
- Report any incidents of bullying you observe to a teacher or staff member.
- Do not pretend to be friends with a bully.
- Do not be drawn into incidents of bullying.

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Stages of Response

There is a staged response to incidents of bullying, however, the nature and degree of the bullying will determine which stage of response is appropriate.

Stage 1: One off incidents of unkind or inappropriate behaviour, which do not result in physical or mental harm, will be dealt with by a verbal reprimand and/or time out in line with the School Behaviour Policy. The perpetrator should make an apology.

Stage 2: Serious incidents of bullying, which result in injury or damage to property, will be recorded on SIMs. A Behaviour Report Form will be sent to the bully's parents informing them of the incident. They may be asked to come into school to discuss the incident or to pay for or replace damaged property. The victim's parents will be notified of injuries and of damage to property either directly or via the child (depending on the nature and seriousness of the damage).

Stage 3: If a child shows a pattern of repeated bullying, they will be placed on a Weekly Behaviour Report. Targets will be decided by the Class Teacher and will focus on eliminating incidents of bullying. Targets may relate to class time, playtime, lunchtime or all three if appropriate. Parents will always be informed at this stage, they will be invited into school to discuss the situation and will be kept informed of their child's response to the Weekly Target Sheet.

Further Action: If a child fails to respond to the staged approach, the school may choose to involve outside agencies where this would be helpful e.g. Behaviour Support, Educational Psychologist, Social Services, and Education Welfare. Parents would be informed and involved if any of these agencies were contacted.

Exclusion: Fixed Term or Permanent Exclusion may occur at any time if the Head Teacher feels that the safety and well being of pupils or staff is being compromised.

Implementation

- A programme of study which encourages Positive Relationships, Statements to Live By, is part of the school curriculum. This is incorporated within the areas of Health Education, RE, PSE, Prince William Award and Life Education.
- Staff will be vigilant with regard to incidents of bullying and will follow the guidelines in this document.
- Midday Supervisors will have access to this document and will report incidents of bullying to the Class Teacher who will inform the Head Teacher or, if unavailable, the Deputy Head Teacher.
- Incidents reported by parents will be followed up thoroughly.

Support

Children who are victims of bullying will be supported in the following ways

- Reports of bullying will be investigated thoroughly
- The bully may be temporarily removed to ease the situation
- The victim will be given an opportunity to discuss what happened
- Children may be recruited to befriend the victim, thus reducing isolation and worry
- The bully will be encouraged to apologise and to reassure the victim that it will not happen again
- The incident may be discussed, in general terms, in a PSE lesson
- The Teacher will keep a check on the victim to ensure they are all right

Children involved in bullying will be supported in the following ways

- They will be given an opportunity to explain what happened and why they did it
- It will be explained to them, why what they did, was bullying
- They will be given opportunity to discuss what happened with the victim and to hear how s/he felt
- They will be given the opportunity to apologise and to make good any damage to property
- They will have an opportunity to discuss the issues generally in a PSE session
- They may be removed from situations in which the Teacher feels they cannot cope

Policy Review

This policy will be reviewed in line with the School Policy Review Cycle.

Reviewed by Staff: January 2019

Reviewed by Governors; January 2020

Reviewed by R. Byrne:

Reviewed by governors:

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