

# **St. Ann's R.C. Primary School**

## **Anti bullying Policy**

Review date: October 2024  
Next review by: October 2025

## ***Our School's Mission Statement***

***'We, the family of St Ann's, rejoice in our learning; striving for excellence. We challenge ourselves, follow Jesus and empower each other to be the best we can be.'***

***Love, Respect, Service.'***

We aim to allow the children at St. Ann's R.C Primary School the opportunity to develop their full potential in all aspects of their life. Self-discipline, respect for others and an awareness of safety are the values towards which we aim. When working, children must be taught to show respect for other children's work, allow each other space, but at the same time be able to work co-operatively in a group. While learning these skills, children are learning to behave in an unselfish and Christian way.

### **Aims**

The main values which reflect all behaviours we would wish to establish in children are:

- to be responsible.
- to be polite and friendly.
- to be sensible.
- to work hard.

Children should behave in a caring, considerate and co-operative way in all areas of school and in their relationships with other children and adults.

We aim to encourage all members of our school community to recognise bullying, acknowledge its unacceptability and report it.

### Definition of bullying

- Any behaviour which causes another child distress e.g. name calling, physical violence, threats and isolating individuals from groups.
- When a child is repeatedly singled out to be 'picked on' either physically, verbally or psychologically
- Where the actions are deliberate and sustained,
- When the intention is to hurt, isolate or humiliate an individual
- When the actions are designed to be kept secret
- When the actions are unprovoked

We do not consider bullying to be:

- An isolated incident
- A falling out
- A 'one off' disagreement

Bullying is most likely to happen out of the teacher's sight. Children are at risk of being bullied via the internet and social media.

### Whole school approach

At St Ann's children are taught that bullying behaviour is unacceptable and will not be tolerated. Everyone is expected to ensure that it does not happen and has the responsibility to tell- this is not telling tales. Many opportunities arise through day-to-day teaching to discuss experiences and explore feelings of children. It is up to an individual teacher's professional judgement to decide at what level of seriousness an incident is reported to the Headteacher. It is up to individual teachers to record incidents of bullying.

### Dealing with bullying behaviour within school

The view of both parties will be heard. The school want the children to resolve differences amicably. Every incident should be treated on an individual basis and should not be pre-judged. The aim is to resolve the problem within the school. The situation will be monitored by the staff and if there is evidence of bullying behaviour parents, of both parties, will be informed.

### Advice to the Victim

- Reassure the victim - tell them there is nothing wrong with them.
- Advise not to hit back.
- Encourage the child and help him/ her to recruit friends.
- Advise the child not to try to buy the friendship of the bully (e.g., sweets).
- Let the victim know that there are adults they can always turn to for help and give some examples of who, when and where.

### Parental involvement

Parents may bring to school's attention individual incidences of bullying. The school aims to promote more positive behaviour and improve the self-esteem of the victim and the person bullying. Parents of both parties will be invited to discuss appropriate strategies for coping. The school will monitor the situation following the bullying incidents to ensure that it does not happen again.

Parents should be told that if the incidents happen again. Parents will be made aware of this and will be invited to come into school and discuss the situation further. If parents are aware of any repetition of bullying, they must inform the school. We inform parents of our actions – what we have done and what we will do.

### Further actions

- Details of the problem will be logged on CPOMS, our online safeguarding monitoring system.
- Parents will be contacted.
- The situation to be monitored by the class teacher.
- All staff are to be made aware of problems if it is appropriate to do so.
- Where appropriate the SENDCO will be involved to draw up a behaviour plan.
- Any further incidents of bullying by an individual child and the school may use further sanctions.

### The Role of Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken seriously and dealt with appropriately. The Governing Body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy. Any incidents of bullying are included in the Headteacher's report to Governors and included in the School Effectiveness Committee meeting. The governors require the Headteacher to keep records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

### The Role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request. The Headteacher ensures that all members of the school community, both adults and children, know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel that they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### The Role of the Teachers and all Members of Staff

Teachers take all forms of bullying seriously and intervene where possible to prevent incidents from taking place. They report all incidents that happen in their class or around school to the Headteacher. If teachers are made aware of bullying, they will do all they can to support the victim in whatever way is deemed appropriate e.g., in circle time. All known and suspected cases of bullying are reported to the Headteacher and recorded. Issues are dealt with immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying, in line with the school's behaviour policy. The school takes a concerned interest in all repeated cases of bullying that happen outside school premises and/or out of hours. Teachers support all children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Teachers look for opportunities to discuss and educate the children about bullying in the curriculum, for example in religion, PSHE or literacy lessons.

### The Role of Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

This policy will be presented to the Governors and reviewed annually.