

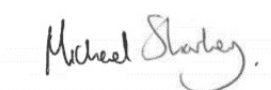


Our Lady of the Assumption Catholic Primary School



Anti-Bullying Policy

Approved by Full Governing Body: 2nd October 2019

Signed  Chair of Governors.

To be reviewed: October 2022, or dependent on any legislative changes

Safeguarding Statement:

'Our Lady of the Assumption Catholic Primary School is committed to safeguarding and promoting the safety and welfare of all children and expects all staff, parents governors and volunteers to share this commitment.'

Our Vision

As a Catholic school that puts Christ at the centre, we are committed to encouraging everyone to 'Be the Best They Can Be'

Values and Ethos

We believe that everyone is made in the image and likeness of God and we value the equality of all, reject discrimination of any kind, and welcome the diversity of different cultures.

Definition

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.'

Some pupils are more likely to be the target of bullying because of the attitudes and behaviours some young people have towards those who are different from themselves.

The occasional fight or quarrel between pupils who have equal power may be worrying but does not fall into the category of bullying

Our Lady of the Assumption Catholic Primary School recognises the following types of behaviour as bullying / harassment:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on, the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, e.g. email & internet chat room mobile threats by text messaging & calls, misuse of associated technology (camera and video facilities)
- It may also include having money and other possessions taken or messed about with

Dealing with Bullying

Through the school's PSHE curriculum, Protective Behaviours Programme and assemblies, pupils are made aware of what constitutes antisocial behaviour and are encouraged to inform their teacher and/or any adult of concerns they have in relation to being the subject of bullying or harassment. Pupils are made aware that ignoring the problem will not make it go away. School advises pupils and their parents how to stay safe, including safe use of the internet and mobile phones.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- runs away or attempts / threatens suicide
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- standards in school work deteriorate
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Reporting incidents of Bullying

We recognise the sensitive nature of reporting incidents of bullying and that some children may feel unable to approach their class teacher or other adult directly. Children with SEN or disabilities can often lack the social or communication skills to report such incidents so it is important that staff are alert to the potential bullying this group faces and that their mechanisms for reporting are accessible to all. Therefore alternative ways in which a child can report that they are being bullied are available to the children. Where there are pupils who have been identified as vulnerable, a risk assessment will be carried out.

These methods of communication include:

- Parents may relay incidents to staff. Staff are on the playground daily and are available for parents to speak to
- Opportunities to speak to Mrs Lucas (Pastoral Manager)
- Pupils devise their own support network through the Protective Behaviour Programme

ALL reports of bullying will be taken seriously and recorded and kept on file in the HT office.

School staff will take action if incidents of bullying that happen outside school are reported to them.

Strategy for dealing with Bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as pupils who bully may have been bullied themselves.

School staff members have the power to discipline pupils for misbehaving outside the school premises. However, school staff can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.

Procedures to deal with reported incidents of bullying / harassment

- The pupil reporting the incident should be listened to carefully and supportively.
- All cases of bullying will be recorded by the staff member
- Witnesses to the incident (s) will be spoken to
- If the staff member feels the evidence given by the child is representative of bullying the Head Teacher should be informed.
- In serious cases parents will be informed and will be invited to attend a meeting to discuss the problem and resolution
- If necessary, and appropriate, police will be consulted

Outcomes for pupils affected by bullying:

The pupil affected by bullying will be re-assured that the school is dealing with the incident and told of the measures to be put in place to prevent further incidents. The Head Teacher will report back her decision to the pupil's class teacher.

The parents of the pupil will be informed of the incident and measures taken to prevent the incident happening again.

The pupil will be closely monitored by the class teacher and Head Teacher. This will include making short observations of the pupil on the playground.

The situation will remain a focus at the weekly Senior Leadership Meeting until it has been established that the bullying/harassment has ceased.

It will be made clear that the school community adopts a zero policy toward bullying. Guidance and support will be given to all pupils affected.

The Head Teacher will inform the parents and ask them to come into school to discuss the incident.

In order to help prevent bullying in Our Lady of the Assumption Primary School we will:

- Reinforce the three school rules: Follow instructions with thought and care / Show good manners at all times / Care for everyone and everything
- Follow our behaviour policy which is based on positivity with rewards given for good behaviour
- Ensure age appropriate support

In addition we will:

- Ensure our Pastoral Manager Mrs Lucas is available to support children who are affected by bullying
- Address relevant bullying issues within the curriculum
- Deliver the Protective Behaviour Programme
- Timetable PSHE opportunities
- Plan assemblies which highlight issue and reinforce messages visited in Protective Behaviour Programme
- Read and write stories and poems about bullying and discussing the impact of it
- Make up role-play situations about how to deal with a bully
- Have discussions about bullying to ensure all children have a clear understanding of what bullying, and being bullied, means
- Raise awareness of Anti bullying week in November
- Use circle time activities within lessons to provide opportunities for children to discuss bullying concerns and anxieties
- Raise awareness of agencies that can support children, ensuring confidentiality e.g. Childline, Kidscape

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