

ANTI-BULLYING POLICY OF
ST. LEO'S AND SOUTHMEAD CATHOLIC PRIMARY SCHOOL

2018 – 2019

*In our school, we want to celebrate God's gift of life together;
by inspiring, enhancing and developing tomorrow's talent, today!
We respect all; aiming to achieve and live our values.
A place to allow everyone to flourish!*

Aim

- To ensure that St. Leo's and Southmead School is a happy and safe environment:
- To enable everyone to have positive self-esteem and confidence.
- To encourage respect for everyone as individuals and as members of the School community.
- To ensure that every child enjoys school and looks forward to it.

Objectives

The children will; -

1. learn and experience from a very early age that we must respect each other.
2. develop positive relationships with each others opinion and beliefs.
3. appreciate that skitting, intimidating, fighting and ignoring are all forms of bullying.
4. understand that bullying is harmful and unacceptable.
5. recognise that staff in school can help victims of bullying and help sort difficulties.
6. understand that writing notes or using the computer as a means of negative communication about / or to another person is a form of bullying. Cyber-bullying of any form is unacceptable.

What is Bullying?

- Bullying behaviour deliberately causes hurt (either physically or emotionally).
- Bullying behaviour is usually repetitive (though one-off incidents, such as the posting of an image or sending of a text that is passed around a group, can quickly spiral into bullying behaviour).
- Bullying behaviour involves an imbalance of power (the person or people on the receiving end feel like they can't defend themselves).
- Bullying behaviour is not teasing between friends without intention to cause hurt.
- Bullying behaviour is not falling our between friends after a quarrel or disagreement (though in some cases this can lead to bullying).
- Bullying behaviour does not include activities that all parties have consented to and enjoy (though watch this one as coercion can be very subtle).

Different types of bullying

There are a number of ways to bully another person, causing physical and emotional hurt, we know that some of the most common methods include verbal comments and name calling, sending or posting of messages and images online or through mobile phones, and causing social isolation. Bullying can also be physical - such as hitting, kicking and shoving, slapping and other forms of non-consensual touch. Other areas could include stealing someone's possessions and extortion.

Emerging types of bullying

Developments in technology have provided new opportunities for inter-relational conflict and harassment, commonly called cyber bullying. Cyber bullying as with any form of bullying, is driven by the desire to cause hurt. Cyber bullying can include sending or posting harmful messages, comments and images online or through mobile phones; excluding others from social networking; and impersonating other people in order to cause harm.

Bullies and the bullied

It is not always easy to identify those who bully and those who are bullied. These are not personality types – no one is born a bully or a victim of bullying – this is about behaviour and inter-relational conflict. Bullying can be overt and detectable – such as a physical assault, or it can be subtle and more difficult to spot – such as the spreading of rumours or deliberate social exclusion. There are children who both bully and are bullied by others.

Bullying behaviour can be fuelled by the activities of a wider peer group. It can be particularly difficult for school staff to determine what has happened in cases of bullying involving large numbers of children – particularly if they have previously appeared to be friends.

Teaching, Learning and Prevention

- a) Through various topics from Nursery to Year 6 via P.H.S.E., S.E.A.L. English, P.E.
- b) Through various topics from Nursery to Year 6 via 'Come and See' Religious Education Scheme.
- c) Positive play times / Lunch times.
(Behaviour Policy / After School clubs)
- d) Circle Time.
- e) School Council
- f) Pupil Voice
- g) Visiting Theatre Companies who perform plays relating to Respect, Friendship and British Values.
- h) Assemblies
- i) Debate times.
- j) Consistently giving the message that bullying is not acceptable and what to do if you witness bullying; are bullying or are being bullied.

Throughout the curriculum there are opportunities which arise naturally regarding behaviour and bullying. These are grasped and used, e.g. A story, A painting, Drama, Sport etc.

Procedures

If a parent, child or member of staff suspects bullying of any kind, the following procedure will be followed.

1. Headteacher will alert all Staff both teaching and non-teaching at briefing meeting. All Staff will then watch children involved, and report any information.
2. Headteacher / Deputy Headteacher / Assistant Headteacher will speak to child who is being bullied and offer instant support – i.e.
 - a) An adult to turn to at any time.
 - b) Regular discussions with class teacher and H.T. or D.H.T and or Assist H.T. (Daily or weekly)
 - c) Older pupil (if applicable) to act as peer support.
 - d) Thumbs up/down code
 - e) Feelings record.
3. Headteacher / Deputy Headteacher / Assistant Headteacher will speak to child accused of bullying and consequence will be implemented e.g. Loss of playtimes, Apology to child bullied, Promise made to stop. Depending on outcome, will then
 - a) Continue to monitor behaviour which has hopefully become positive and the child bullying is truly sorry.
 - b) Contact the child's parents to inform them of the bullying behaviour and set up a plan of action together.
 - c) Target sheet given to child if applicable.
 - d) Regular discussions with Headteacher / Deputy Headteacher / Assistant Headteacher and class teacher.
4. Parents/carers of child who has been bullied will be informed throughout via letter, telephone or meetings. At all times parents will be reassured and supported. We would want the parents to know that they can come to school at any time and feel confident that their child is being helped. Open dialogue will take place about actions.
5. If bullying stops, continued monitoring will take place. If bullying continues, further action will be taken, which may result in contacting other agencies e.g. The Police.
6. All incidents of bullying will be recorded, dated and actions taken.

If you are worried that your child is being bullied please contact school and arrange an appointment to see Mrs Tambourini.

SAFEGUARDING STATEMENT

In the light of current legislation, we fully acknowledge our duty to safeguard and promote the welfare of all children. We recognise and uphold the statutory duties regarding Child Protection.

Through our day to day contact with pupils and direct work with families, we have a crucial role to play in identifying indicators of possible abuse or neglect and referring them to the appropriate agency.

We acknowledge all children can be subject to abuse regardless of age, culture, race social background, gender or ability. All children have a right to grow up safe from harm.

In line with Working Together to Safeguarding Children 2006, the definition of Safeguarding for this policy document is as follows:-

- Preventing children from maltreatment
- Preventing impairment of children's health or development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care and
- Taking action to enable all children to have the best outcomes.

undertaking that role so as to enable those children to have optimum life chances and enter adulthood successfully.

Child protection is a part of safeguarding and promoting welfare, which refers directly to activity that is undertaken to protect specific children who are suffering, or are at risk of suffering significant harm.