

St Elizabeth's Catholic Primary School



Anti-Bullying Policy

Adopted-March 2019
Review date-March 2021

St. Elizabeth's Catholic Primary School Anti-Bullying Policy

'We listen, learn and grow with Jesus'

Mission statement

At St Elizabeth's Catholic Primary School we strive for fullness of life for everyone. Through education and prayer, we listen, learn and grow with Jesus.

Our Aims:

- To encourage the Christian ethos of the school through daily promotion of the Mission Statement, living out the values and teachings of our Catholic faith, in a multi-cultural global community;
- To provide a safe and secure learning environment in which all members of the school community achieve success and realise their full potential;
- To create a caring and supportive atmosphere in which all members of the school are listened to and respected, demonstrating good manners towards each other and developing positive relationships within the wider community;
- To provide a broad and balanced curriculum encouraging children to be independent thinkers and achieve personal success;
- To provide a variety of opportunities for pupils to explore their own learning and develop their interests and abilities.

What is bullying?

Bullying is a deliberate, persistent behaviour that causes hurt to another person. This will not be tolerated at St. Elizabeth's Catholic Primary School. Bullying may take many forms and includes:

- A. Physical - hitting, kicking, taking things, hiding things etc
- B. Verbal - name calling, racist remarks, lies etc
- C. Indirect - spreading stories, excluding someone from groups, games etc

It is important that the whole school community understands what we mean by bullying. Many children will argue or 'fall out' with their peers at some point throughout their time in school. This can be upsetting for pupils and families and needs to be dealt with. However, this does not necessarily mean a child is being 'bullied' and occurrences such as this are likely to be dealt with using the school's Behaviour and Discipline Policy.

The following policy will be implemented to deal with cases of bullying as described in the definition above.

Policy Aims

- To promote the safety and happiness of the individual within a caring, loving and supportive school environment.
- To promote the rights, values and equal opportunities of the individual.
- To provide a model to promote positive behaviour and to take effective action if bullying occurs.
- To work in partnership with parents.
- To maximise the quality of learning opportunities for all pupils.

Identification of Bullying

Pupils who are being bullied may show changes in behaviour such as becoming shy and nervous or feigning illness or clinging to adults. Pupils must be encouraged to report bullying in school. Schools' teaching and non-teaching staff are all alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

The anti-bullying policy is the responsibility of all staff, parents and pupils. In a case of bullying, the following questions are of crucial importance:

- Who is being bullied?
- Who is doing the bullying?
- What are the circumstances of the bullying- where, when, how?
- How can we report bullying?

The following is to be actioned by staff

- Being vigilant to pupil behaviour and changes in behaviour.
- Being observant.
- Being preventative - 'nipping incidents in the bud.'
- Being proactive - letting children know that bullying is never acceptable and why.
- Listening to others - children, parents, staff.
- Being available - letting children express fears, worries etc - self and others.
- Being aware - providing curriculum experiences to discuss bullying - role play, assemblies etc.
- Being consistent to all children in the fair application of school discipline policy.
- Seeking advice, support from other staff.

Promoting Positive Behaviour

Bullying is not positive behaviour and will not be tolerated at St. Elizabeth's Primary School. The discipline policy provides the means to promote and reinforce positive behaviour, which we aim to develop in all pupils.

Action to be taken if bullying occurs

In accordance with the discipline policy, children should be referred directly to the Head Teacher, if initial preventative and supportive action taken by the class teacher has not been successful.

- The children involved should both be given the opportunity to tell their stories. This is

usually best done separately. There should be fairness and the opportunity for both to express their side of the story without prejudice.

- The victim (and their parent/carer) should be given support, care, guidance and reassurance that action is being taken.
- The bully should be given the support, care, guidance and opportunity to change his/her behaviour.
- The Head Teacher will inform the other staff.
- The Head Teacher will decide how/when the parents of bully and victim are to be informed or involved but this is likely to be at an early stage. This is to ensure that support is given to both the victim and the bully.

When bullying has occurred some of the following sanctions may be used to correct unacceptable behaviour

- Work with the a member of the school staff to gain an understanding of impact of actions.
- Opportunities to face up to the unacceptable behaviour and to change
- Loss of free time
- Withdrawal from class to work with a different member of staff
- Timeout with alternative tasks
- Increased supervision
- Target setting
- Agreed contract between school/parents and child
- Exclusion at lunch time

Children who continue to bully others may under the direction of the Head Teacher be excluded temporarily or permanently in accordance with Staffordshire County Council policy.

Recording Incidents of Bullying

It is important that records are kept of:

- a) Who is being bullied
- b) Who is doing the bullying
- c) Action taken by the school
- d) Follow up

Class teachers should record all incidents of bullying which will be recorded on a 'bullying log' held by the Headteacher.

It is important that all incidents are reported in order to:

- a) Ascertain the problems bullying causes within the school
- b) Ensure persistent offenders are identified and dealt with
- c) Provide evidence for parents, support services etc that bullying is being taken seriously
- d) Provide evidence in the event of Governor action being required.

Records will be kept by the Head Teacher and copied for others as required

Parental Involvement

When bullying occurs parents will be informed by the Head Teacher.

If it was not the victim's parents who reported the issue, they will be informed what has happened, the action the school is taking and the support that is going to be given to their child.

Parents of children who have bullied others will be informed of what has happened, the action the school is going to take and the support we require from home.

All staff will evaluate this policy annually under the direction of the Head Teacher/Governors and will be reviewed when necessary.