

## **St Anne's Catholic Primary School**

### **Anti-Bullying Policy**

#### **1 Rationale**

- 1.1 St Anne's is a Catholic School. Its religious dimension lies at its heart and is fundamental to its existence. Its ethos is based around Christian values as laid down by Jesus Christ and exemplified in His teaching. Our Mission Statement expresses this clearly (see below).

#### **2 Our Mission Statement**

- 2.1 At St Anne's we aim to:

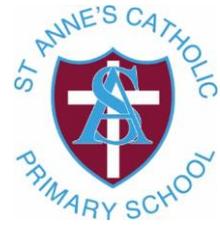
Help all to develop a closer personal relationship with Christ;  
Live by, teach and respect the values of the Catholic Church;  
Promote honesty, respect, justice, tolerance, kindness and forgiveness.  
Provide a welcoming, safe, loving and caring environment;  
Treat everyone equally;  
Celebrate cultural diversity and the uniqueness of the individual;

Teach our children to look after their world;  
Encourage them to be responsible, independent, enthusiastic learners and do their best at all times;  
Encourage them to develop their talents;

Offer high-quality teaching through a creative, fun, challenging and broad curriculum;  
Work in partnership with families, governors, the parish and the wider community.

#### **3 Our School**

- 3.1 We believe that all members of our school community have the right to be able to work and study without fear of bullying, harassment or victimisation. This applies to adults as well as children.
- 3.2 Employers are responsible (under the Health and Safety at Work Act 1974) for the health and safety of non-employees, such as pupils, who are at the workplace.



#### **4 What is bullying?**

- 4.1 We recognise that incidents of bullying may occur in which there is deliberate hostility and aggression towards a victim, repeated over a period of time causing pain and distress.
- 4.2 We define bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.
- 4.3 Bullying is never acceptable and will not be tolerated at St Anne's, whether it involves children or adults; we will not ignore bullying.

#### **5 Our Aims**

- 5.1 At St Anne's Catholic Primary School we endeavour to ensure that children and adults are aware of what bullying entails and equip them with strategies for dealing with bullying, whether it is experienced first-hand or not.

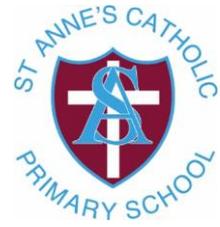
This includes:

- Raising awareness of bullying in all its forms, whenever it occurs;
- Creating a climate which encourages children to tell an adult if they are bullied.
- Taking seriously all reported cases of bullying and dealing with them quickly and efficiently.
- Working constructively with parents in all cases of bullying.
- Developing a school culture where bullying of children or adults is deemed to be unacceptable and will not be tolerated.

We celebrate Anti-bullying week on an annual basis where we discuss this issue in detail and equip children to know how to prevent and respond to bullying.

#### **6 Forms of Bullying**

- 6.1 We recognise that bullying can take many forms:

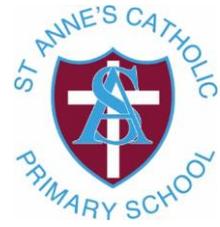


- **Physical:** Pushing, hitting, kicking, pinching, intimidating, spitting and any other forms of violence and threats.
- **Verbal:** Name-calling, sarcasm, threatening/intimidating, telling tales, passing notes, spreading rumours, persistent teasing and making a fool of someone. This may also include bullying of adult colleagues.
- **Non-Verbal:** Signs and gestures, body language, ignoring, isolating/excluding, "bad looks".
- **Emotional:** Exclusion (preventing a child from joining in playground games), tormenting (hiding/destroying belongings), ridicule and humiliation. This may also include bullying of adult colleagues.
- Bullying related to **SEN or disabilities**.
- **Cyber-bullying:** Using the internet or mobile phone technology to make others feel threatened, unhappy or uncomfortable. For more on cyber-bullying, see the Online Safety policy.

## 7 Signs of Bullying

### 7.1 What to look for:

- Being frightened to come to school or to go into the playground.
- Low attendance/punctuality
- Feeling sick with no obvious reason.
- Slowed or halted progress.
- Becoming withdrawn, stammering or lack of confidence.
- Loss of appetite.
- Personal property missing from children's bags/trays.
- Refusing to tell an adult what is wrong.
- Unexplained scratches, bruises etc.

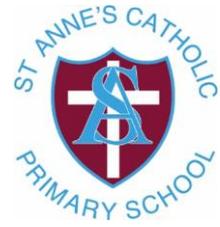


## **8 Preventing Bullying**

At St Anne's we try have measures in place to prevent bullying protect pupils from bullying and discrimination as a result of gender, race, ability, sexual orientation, religious belief or background in the following ways:

- 8.1 Creating a classroom atmosphere an inclusive learning environment where young people and adults treat each other with respect and feel valued and appreciated.
- 8.2 Having a nominated a member of staff who co-ordinates the school's response to bullying
- 8.3 Creating a school ethos where all adults feel valued and appreciated.
- 8.4 Taking part in 'Anti-bullying week' annually, discussing "Bullying" as part of Anti-bullying week, discussing signs and indicators of bullying, how it affects others, emphasising that it is always unacceptable and that adults should be told if bullying is taking place.
- 8.5 Emphasising Gospel values of loving and caring for one's neighbour.
- 8.6 Through the RE programme. Teaching about Catholic values through our RE programme of study.
- 8.7 Teaching about online safety through our Computing programme of study.
- 8.8 Raising the issue in assembly.
- 8.9 Raising the issue through the school council.
- 8.9 Reminding the children that playground buddies and/or Peer Mediators are there to help build their friendships and confidence to report bullying incidents to adults.
- 8.10 Inviting guest speakers to talk to the class, e.g. Police Liaison Officers, youth workers etc.
- 8.11 Involving the Learning Mentor in addressing the issue of bullying.
- 8.10 For instances of alleged bullying involving staff members please refer to the Staff Code of Conduct and Grievance Procedures.

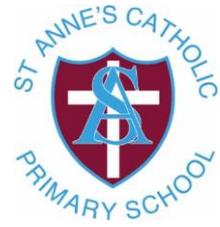
## **9 Procedures for dealing with bullying incidents:**



- 9.1 We take any reported incident of bullying very seriously whether reported by a pupil, a parent or a member of staff.
- 9.2 Incidents are investigated, fully, and recorded and reported to the Assistant Headteacher (Inclusion).
- 9.3 Bullies, victims and witnesses are interviewed separately.
- 9.4 After the initial incident of bullying, the parents of both bully and victim are informed of the behaviour by the Assistant Headteacher (Inclusion); if the bullying behaviour persists, parents/carers are asked to attend a meeting with the Assistant Headteacher (Inclusion)/Headteacher.
- 9.5 Sanctions imposed on the bully will depend on the circumstances. Particular care is taken to discuss the matter with the bully to find out the reason for their behaviour. Bullies are then encouraged to address issues arising from the incident and to apologise to the victim.
- 9.6 Staff are made aware of the situation and encouraged to raise the issue with their class.
- 9.7 Playground buddies are asked to look out for incidents of bullying.
- 9.8 The Headteacher reports any serious incidents of bullying to the Governors.
- 9.9 For alleged bullying incidents involving members of staff, please refer to the Staff Code of Conduct and Grievance Procedures. - **(repeated on 8.10)**

## **10 Advice to bullied pupils**

- 10.1 We will tell our children not to suffer in silence; in order to deal with bullying the school needs to know about it. This will be reinforced through PSHE and day-to-day teaching.
- 10.2 If being bullied, pupils are advised to:
  - Try to stay calm.
  - Be firm and tell the bully to STOP;
  - Tell a trusted adult what has happened immediately;
- 10.3 After an incident of bullying, pupils will be advised to:



- Tell a teacher or adult at school;
- Tell their family;
- Take a friend with them if they are too scared to tell an adult by themselves.

10.4 When telling an adult about the bullying, pupils should be clear about the following:

- What has happened to them;
- How frequent the incidents have been;
- Who was involved;
- Where the incident or incidents took place;
- What (if anything) they have done about it already.

## 11 Related policies

11.1 See also:

- CES grievance
- Child Protection & Safeguarding
- Teaching and Learning
- Behaviour policy
- Behaviour Principle
- Positive Handling
- Staff Code of Conduct
- Guidelines for midday supervisors

<b>Date agreed by Governing Body on</b> 21/06/2022	<b>Signature of Chair or Vice Chair</b>
<b>Date agreed for review</b> Summer 2025	<b>Frequency of Review</b> Three Years
<b>Responsibility for Review</b> PPC Committee	