



St Gregory's Catholic Primary School

Anti- Bullying Policy



Introduction:

Our school recognises the absolute right of all children and staff to learn and teach in an environment that is free from any kind of bullying. We are committed to providing a caring, friendly and safe environment for all of our pupils as underpinned in our mission statement 'Loving and Learning' so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and goes against the teaching of Jesus Christ and our school ethos. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Therefore at St Gregory's School we try to have a fair and positive approach to behaviour as stated in our behaviour policy that encourages children to be kind towards each other. We have developed a system of rewards and sanctions, which deals with the choices made, by our pupils. Our policies are designed to involve all stakeholders in recognising and acknowledging bullying behaviour, dealing with it consistently and making future bullying incidents less likely.

We do recognise that even with our efforts bullying will sometimes happen and that we have to do all we can to prevent it and to take action when it occurs.

What is Bullying?

It is the willful, conscious desire to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

Bullying can be:

➤ Emotional	being unfriendly, including tormenting (e.g. hiding books, threatening gestures) and ostracising.
➤ Verbal	teasing, name-calling, sarcasm, spreading rumours.
➤ Physical	pushing, kicking, hitting, punching or any use of violence.
➤ Racist	racial taunts, graffiti, gestures.
➤ Sexual	unwanted physical contact or sexually abusive comments.
➤ Homophobic	focusing on the issue of sexuality.
➤ Cyber	Through social networking web-sites, e-mails or text messages
➤ Indirect/Exclusion	Not including pupils in social groups, spreading rumours

Bullying will not be tolerated in this school and will be dealt with immediately. It is **everyone's** responsibility to prevent it happening and this is most likely to be achieved if everyone adheres to the school policy.

Prevention

We will ensure that children in our school understand that bullying hurts and that no one deserves to be a victim of bullying. Any children who are bullying need to learn different ways of behaving. As and when appropriate children will use a variety of methods to help prevent bullying, these will be discussed or carried out in class with class teachers and may include:

- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays.
- having discussions about bullying and why it matters
- signing a behaviour contract or having behaviour targets
- school/playground rules discussed with children (see behaviour policy)
- E- safety training

We pride ourselves on our social, spiritual and moral education, this in turn helps everyone to respect and understand the feelings of others. We use circle time/class discussions, in English lessons, Collective Worship, Key Stage assemblies and Religious Education lessons to support our teaching and learning about the prevention and consequences of bullying.

Incidents of Bullying.

The following procedures will be followed:

1. All incidents need to be reported to a member of staff.
2. In cases of serious bullying, the incidents will be recorded by staff initially.
3. If staff, have further concerns they need to consult with a senior member of staff.
4. In serious cases parents will be informed by a senior leader and will be asked to come in to a meeting to discuss the problem.
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped immediately.
6. All meetings/serious incidents will be recorded formally.
7. An attempt will be made to help the bully (bullies) change their behaviour.

As a result of the investigation:

1. We will treat all involved in a positive way.
2. The bully (bullies) will be asked to genuinely apologise. Other consequences may take place depending on the incident.
3. In serious cases, suspension or even exclusion will be considered
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. External support will be sort if appropriate for all parties e.g. educational psychologist, behaviour support.
6. Governors will be informed of serious issues

Recording of Bullying Incidents

The school will keep detailed notes of every report of bullying in the school.

The nature of the event (physical, psychological...).

- The intensity of the event.
- The duration of the event.
- The intention - deliberate harm, a passing act....
- The number of people involved.
- The motivation for the attack.
- Was there a sexual, or racial element?
- Was the attack made on a child who is vulnerable?
- The response of the parent/s.

This information will be used to look for patterns and to enable the school to change working practices, to understand both bully and victim, and to help both.

Teachers Guidance:

- Watch out for signs of distress
- Listen very carefully
- Gather evidence
- Assess information and decide on an appropriate course of action.
- Always report incidents to a senior member of staff to follow up where necessary.

Remember:

The action that we take is aimed at making the bullied child feel better.

- The victim should record the events ***in writing*** (wherever possible age/ability permitting).
- The bully should also record the events ***in writing*** (wherever possible, age/ability permitting).
- Share the information with the parents and inform senior staff
- All the above written reports should be placed in the pupil's file (copies to the Head Teacher for central filing).

Working with parents:

Parents of the victim

- Allow parents to express their feelings uninterrupted.
- Accept what is said, "I realize you are upset." "I'll try to help." "This must be difficult for you." "I realize how you must feel."
- Assure them that you're pleased they have taken the time to see you.
- Re-state that bullying is unacceptable, that you will act positively. Explain school procedures. Act. Monitor. Promise to keep parents informed. Encourage parents to be part of the follow up.

Parents of the bully

- Begin with a positive view of the child, which you appreciate.
- Show concern for the problem and concern to help the child reach their best potential. "I am sure we both share a concern for 's future." We need to help To show their best side/to develop their potential/talents/to avoid spoiling himself or herself with this sort of behavior.
- Check to see if anything could be upsetting the child.
- Get parents to agree that bullying children who bully is not a good idea.
- Explain school procedures and what you intend to do next. Get agreement if possible. Act. Promise to keep in touch. Monitor. Encourage parents to be part of any follow up.

Guidelines for listening to victims, witnesses and bullies

- Take non-blame stance. "I understand there has been a problem."
- Request information. "What happened?"
- Move forward. "That's probably enough about it for now."
- Resolve conflict. "What can you do to improve things?" "What do you suggest?"
- Agree and arrange follow up and action (if necessary) (e.g. an apology). "We will meet in a week's time." Monitor.

Strategies for pupils:

If you are being bullied:-

- Try not to show that you are upset – although this is difficult.
- Try to ignore the bullies – then go to an adult and report what has happened.
- Walk very quickly and confidently – even if you don't feel that way inside.
- Try being assertive – shout loudly if you need to.
- Get your friends together and say "No" to the bully. Stay with a crowd. Say, "Go away," "This isn't funny" and walk away.
- If you are different in any way, be proud of it – it is good to be an individual.
- Avoid being alone in places where bullying happens.
- If you are in danger, get away.
- Tell an adult you can trust.

Teasing and insults.

- Returning abuse encourages the other person.
 - Try to show you are not hurt by abuse.
 - Appear to accept the abuse. "That's right." "I know."
 - Be pleased with yourself. Don't worry about what the bully thinks of you; remember you are a nicer person than they are.
 - If you stick up for yourself, you show that you are above exchanging insults.

N.B. PRACTICE, ENCOURAGEMENT AND POSITIVE REINFORCEMENT IS NEEDED FOR VICTIMS SINCE THEY START FROM A BASE OF LOW SELF ESTEEM.

Whole school response:

All pupils have a responsibility to and for each other. By working together we can stop bullying happening in our school.

You can help stop bullying: -

- 1** Don't stand by and watch – fetch help.
- 2** Show that you and your friends disapprove.
- 3** Give sympathy and support to children who may be bullied.
- 4** Be careful about teasing or personal remarks – imagine how you might feel.
- 5** If you know of serious bullying, tell a trusted adult. It is not telling tales, the victim may be too scared or lonely to tell.

Monitoring and Evaluation:

This policy will form part of everyday life here at St Gregory's. It will be maintained through raising awareness of what bullying is and how to prevent it. This will be linked into our curriculum, namely in form of SMSC (Social, Moral, Spiritual and Cultural Education), assemblies, school council and our mission statement.

Parents will be asked to comment on whether they feel their child is bullied at school as part of an annual questionnaire distributed on our parent consultation days. The information from the questionnaires is collated and evaluated. Any issues arising are addressed immediately by the Head Teacher.

Staff are asked if there have been any incidents of bullying in our weekly meeting. Any issues are followed up by a member of the senior leadership team.

Conclusion:

One of the biggest problems with bullying is that it is often kept secret. Children keep it secret; Try to deal with it on their own and fear what will happen if they tell anyone about it. Even parents can be reluctant to tell school in the fear it might make a situation worse. If we are to reduce bullying we do need to help everyone be less secretive.

At St Gregory's we always encourage pupil voice and pride ourselves on having confident and caring pupils.

This policy was written with reference to:

- St Gregory's Behaviour Policy
- Schools Code of Conduct
- NCPCC guidance
- LA guidance

Policy Reviewed: February 2016