

St Thomas of Canterbury Catholic Primary School **Policy on Anti-bullying**

'Learn, love and respect through Jesus'

This policy should be read in conjunction with our behaviour policies and our statement of British Values.

1. What is Bullying?

1.1 Bullying is aggressive behaviour which has the effect of hurting another person physically, psychologically or both. It can be distinguished from other types of aggression by two facts:

- Bullying involves repeated , on going attacks
- The victim has not provoked the attacks
- Symptoms include phantom illnesses, nightmares, school refusal, tearfulness, loss of confidence etc.
- The consequences of bullying can be severe and long lasting for both victims and those who bully others

1.2 There are five types of direct and indirect bullying:

Name calling – specific references to some attribute of the 'victim', their race or their sex.

Intimidation – a direct or threatened physical attack on the victim or their possessions.

Demeaning – verbal activity leading to the loss of status of the victim or family.

Extortion – bullying in order to gain some possessions from the victim.

Exclusion – being excluded from friendship groups.

2. Aims of the policy

At St Thomas of Canterbury Catholic Primary School we aim:

- To adopt a zero tolerance approach to bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of technology to bully (cyber-bullying)
- To uphold British Values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and values.
- To create a safe, purposeful and disciplined school where quality teaching and learning may take place

2.1 Preventing Bullying

At our school we want children to:

- develop a sense of fairness, a respect and tolerance for others, an understanding of right and wrong
- know that bullying is not tolerated
- know that victims of bullying will be supported immediately and sensitively

- know that evidence of bullying is often difficult to obtain but staff will investigate all reported bullying incidents
- know that cyberbullying is an increasing trend and is just as serious as 'conventional' bullying
- know how to deal with bullying outside the school environment
- know we involve parents / carers
- know that pupils who bully will face some kind of consequence

3.0 Staff Responsibilities

- Staff encourage the children to observe the 'Golden Rules' and promote the Behaviour Policy and the Anti Bullying Policy throughout the school, bringing their professional judgement to each situation as it arises
- Staff use a therapeutic approach to behaviour management (see Behaviour Policy) and will endeavour to ascertain the root causes of any negative behaviour and ensure that any consequences are linked to the behaviour being addressed
- Staff record all incidents on CPOMS (electronic incident log) which is reviewed daily by SLT
- Staff talk at length with victim and witnesses
- Staff identify the bully / bullies
- Staff follow procedures in Behaviour Policy
- Staff may use PSHE and Circle Time activities to highlight children's awareness of bullying - including a focused annual Anti-Bullying week
- Staff teach strategies for preventing bullying and for dealing with situations where children may become victims
- Staff contact parents concerned; this may take place informally/formally as necessary
- Staff support victims of bullying through listening, understanding and offering advice. In extreme cases further support from external agencies may be appropriate.
- Staff promote anti-bullying behaviour as part of Social, Moral, Spiritual, Cultural (SMSC) Curriculum including Religious Education and through British Values
- If staff feel that a child is being bullied outside of school, procedures for Safeguarding and PREVENT duty must be followed.

Pupils

- Must know and understand the 'Golden Rules' and will observe them
- Must 'warn' another child by asking them to stop if their behaviour is unacceptable; and will inform the responsible adult if the unacceptable behaviour continues
- Must support one another if a child is upset
- Must inform an adult if they know a child is being bullied or subject to racial harassment, bullying related to special educational needs and disabilities, sexist and sexual bullying, radicalisation and the use of cyber technology

4.0 Procedures

It is recognised that each situation is unique, and professional judgements in line with STEPS training will prevail when dealing with each individual. However, a 'rule

of thumb' staged approach offers guidance: In stages 1-4, Class teacher will discuss informally with parents as necessary.

Stage 1: Children to 'warn' another child by asking them to stop

Stage 2: Child informs Classteacher/responsible adult who then speaks to the child, explaining what they have done wrong, and reasons for why their actions were inappropriate. All bullying incidents are recorded on CPOMS (electronic record of incidents), this is reviewed regularly by the Head Teacher/ Assistant Head Teacher. The degree of seriousness of any incident will be judged on the effect on the victim

Stage 3: In the case of repeated bullying: consequences may be applied to allow time for reflection (in line with STEPS philosophy) and enhance positive behaviour. Suspected cases of bullying will also be addressed in PSHE Time that week, to provide the perpetrator a time of 'reflection' and opportunity to stop. Monitoring procedures to be established by Classteacher. Classteachers may inform parents informally, either verbally or via the Homework Diary. Suspected cases of bullying will be brought to the attention of the staff as soon as possible or at the next staff meeting under the heading: '*For the good of the school.*' The consequences of breaking eSafety rules may lead to access to technology being withdrawn in school. E-Safety incidents (including online abuse) are recorded separately in the ESafety incident log and on CPOMS.

Stage 4: Classteacher to inform the Senior Leadership Team to speak to the child and deal with appropriately. The SLT may feel that it is appropriate for the Classteacher and/or the SLT to discuss the ongoing bullying incidents with the parents and the incident will be formally recorded. Serious incidences of bullying (including racism) are reported to the Governing Body by the Headteacher. Cases of cyber bullying may involve outside agencies if needed.

Stage 5: If difficulties continue, parents will be notified in writing and asked to come into school to discuss this with the Headteacher.

Stage 6: The pupil may be removed from the classroom/playground for periods of time; the pupil will return to class and be monitored by the Headteacher in conjunction with the Classteacher.

5.0 Monitoring

The SLT carefully monitor bullying at St Thomas' by checking CPOMS daily and through their discussions with staff and children. In both the parent and pupil questionnaires we ask for feedback about bullying and the way bullying is dealt with at our school.

This Policy was reviewed by staff and ratified by committee A of the Governing Body at their meeting: 18th October 2019