

St Thomas of Canterbury Catholic Primary School
a part of
St Francis of Assisi Catholic Academy Trust

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 an anti social 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
- Key indicators of bullying occurring can include, but are not limited to, phantom illnesses, nightmares, school refusal, tearfulness, loss of confidence, a change in usual behaviours of the victim 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, appearance, sex among others. *Racist bullying is ddefined as 'any incident which is perceived to be racist by the victim or any other person.

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 and Manipulation – bullying in order to gain some tangible possession or for non tangible gain from the victim.

Exclusion – being excluded from friendship groups or activities.

Not all hurtful behaviour is bullying, but all hurtful behaviour is unacceptable in school. Although not all hurtful behaviour is intentional, all hurtful beahaviours are a matter of concern and will be dealt with by the school in proportion to the event.

2. Aims of the policy

At St Thomas of Canterbury Catholic Primary School we aim:

- To adopt a zero tolerance approach to bullying in all it's forms
- To approach behavioural concerns and incidents in line with our Behaviour Policy and Therapeautic Approach.
- 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 well behaved school where quality teaching and learning may take place for all children

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
- feel empowered to report any bullying or behaviour which makes them feel unsafe or uncomfortable
- put measures in place for individuals who's behaviour may be detrimental to others, through a personalised therapeutic plan
- know that victims of bullying will be supported immediately and sensitively
- know that evidence of bullying is often difficult to obtain but staff will listen to children's concerns and always investigate all reported bullying incidents
- know that cyberbullying is an increasing trend and is just as serious as face to face bullying
- know how to deal with bullying outside the school environment
- know we involve parents / carers in their best interest
- know that pupils who bully will have an appropriate educational or protective consequence

3.0 Staff Responsibilities

- Staff present as positive role models for children
- 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 anti social behaviour and ensure that any consequences are linked to the behaviour being addressed
- Staff will monitor closely and remain vigilant for those children whom communication of concerns may be a barrier e.g children with SEND or EAL
- 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 promote children having a 'Network Hand' of 5 people within the school who they can turn to should they have worries and concerns. This is taught through specific Protective Behaviours sessions.
- Staff identify children who require additional support and would benefit from Protective Behaviour intervention on a one to one or small group scale

- 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
- Staff will promote pro social behaviours through the Commandment 'Love One Another' as the root of Catholic Social Teaching
- If staff feel that a child is being bullied outside of school, procedures for Safeguarding and PREVENT duty must be followed.

Pupils

Pupils are encouraged and explicitly taught to become actively and increasingly involved in the anti bullying ethos of our school by following these 'Do's and Don'ts'

Do	Don't
Be assertive and say "No" when you see or experience anti social behaviour	Be a bystander. If you do nothing to help and don't tell an adult, you are involved in the anti social behaviour
Tell an adult if you think you are being bullied or feel worried	Join in with unkindness towards a peer, even if you don't feel able to challenge the anti social behaviour yourself
Tell an adult if you think someone else is being bullied or is worried	Keep worrying feelings to yourself. Tell a trusted adult if something is happening to you that you don't like
Look out for others, encourage kindness and be a positive role model	Ignore if another child tells you 'Stop' or 'No'to a bahviour even if you are not meaning to be unkind

4.0 Procedures

It is recognised that each situation is unique, and professional judgements in line with Therapeutic Thinking 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/ SLT. The degree of seriousness of any incident will be judged on the effect on the victim. It may be decided to meet with the parents of the child demonstrating anti social behaviour to make them aware of such behaviour

Stage 3: In the case of repeated bullying: consequences may be applied to allow time for teaching of appropriate behaviours, reflection or 'putting right' (in line with Therapeutic Thinking philosophy). Suspected cases of bullying will also be addressed in PSHE sessions, to provide the perpetrator a time of 'reflection' and opportunity to learn alternative behaviours. Monitoring procedures to be established by Classteacher. 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 of both the victim and instigator 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 in order to keep other children safe and address the underlying reason for the continued bullying.

Note that if having investigated the bullying allegation, including talking to witnesses, there is no evidence to support the allegation, the school will not be able to take one child's word over another. The situation will be monitored closely by all appropriate staff including lunch time assistants.

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 the Local Governing Body at their meeting on 8th October 2024