



Archdiocese of  
Birmingham



# St Maria Goretti Catholic Academy

## Anti-bullying Policy



# **POLICY**

## **Approval and review**

|  |                             |
|--|-----------------------------|
| Committee to approve policy                |                             |
| Date of Board / Academy Committee Approval |                             |
| Chair of Board / Academy committee – Name  | Mr Chadwick                 |
| Signature                                  |                             |
| Head teacher                               |                             |
| Signature                                  |                             |
| Policy review period                       | 22 <sup>nd</sup> March 2019 |
| Date of policy review                      | Spring 2021                 |
|  |                             |

# St Maria Goretti Anti-bullying Policy

## Introduction

At St Maria Goretti we promote equality and diversity to ensure the safety and well-being of all members of our school community. We promote good behaviour, respect for others and tackle all forms of bullying including:

- Bullying related to race, religion or culture
- Bullying related to Special Educational Need (SEN) or disability
- Bullying related to appearance or health condition
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying (using technology)

## Relationships to guidelines, Procedures, Other Policies & Legal Requirements

- . Safeguarding Child Protection Policy
- Behaviour Policy
- E – Safety Policy

## Policy Statements – The Definition of Bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

The nature of bullying can be:

- . **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
- . **Attacking property** – such as damaging, stealing or hiding someone`s possessions.
- . **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.
- . **Psychological** – such as deliberately excluding or ignoring people.
- . **Cyber** – such as using text, email or other social media to write or say hurtful things about someone.

## Bullying can be based on any of the following things:

- . Race (racist bullying)
- . Religion or belief
- . Culture or class

## **Aims and Objectives**

Bullying is wrong and harms individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

## **Prevention – Stopping bullying happening**

It is the responsibility of all within the school to maintain the ethos and discipline codes which have been agreed. Pupils need good models from adults, from which they may develop their own self-discipline.

We are committed to:

- Focusing on what is going well,
- Giving plenty of praise
- Making clear that it is the behaviour that is unacceptable, not the child
- Drawing attention to good behaviour
- Giving clear and regular reminders of what is expected
- Teaching good behaviour / manners through own conduct
- Setting an example ourselves, in dress, manner, courtesy and care.
- Promoting positive role models within and beyond the school community.

Similarly, we expect all adults to treat one another with respect so that appropriate models of behaviour are recognised by the children. If an adult feels bullied by another: parent, staff or Academy Representative, they should follow the procedures laid out in the Harassment and Bullying of Teaching Staff in Schools – Policy and Procedure manual.

## **Strategies for preventing bullying and safeguarding pupils include:**

1. All staff will make pupils aware of the problems that can be caused by bullying. This is to be achieved through:

- Whole class discussion,
- Group discussions and,
- talking to individuals.
- PSCHE curriculum
- Mental Health support from the family support team
- Anti – bullying charter reviewed each year and displayed in school
- NSPCC workshops
- Staffordshire police
- Younger minds
- Peer mentors
- Pupil coach
- E – safety Policy

## Strategies for dealing with bullying – Keeping Children Safe

Children know to report any incidents to an adult.

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all pupils to come to school and to enjoy a happy and secure environment.

Parents, pupils and staff should be left in no doubt that bullying, in all its forms, will not be tolerated.

All staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying.

- A) Any allegations of bullying from either a pupil, parent or member of staff is reported to the Principal.
- B) The Principal or senior leader to conduct a bullying investigation where statements are taken from individuals. If there is evidence of bullying then sanctions relating to the behaviour policy are sanctioned.
- C) Parents are notified of the outcome.
- D) Appropriate support is given to the child.
- E) Further monitoring is arranged by staff to ensure the bullying has stopped.

### The Role of Academy Representatives

The Academy Committee supports the Principal in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Academy does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately. The Academy Committee monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Academy representatives require the Principal to keep accurate records of all incidents of bullying and to report to the Principal on request about the effectiveness of school anti-bullying strategies. The Academy Committee responds within a reasonable time frame to any request from a parent to investigate incidents of bullying. In all cases, the Academy Committee notifies the Principal and asks him/her to conduct an investigation into the case and to report back to a representative of the Academy Committee.

### The Role of the Principal

It is the responsibility of the Principal to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Principal reports to the Academy Committee about the effectiveness of the anti-bullying policy on request. The Principal ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Principal draws the attention of children to this fact at suitable moments.

The Principal ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying. The Principal sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

## The Role of the Teacher

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. Classroom staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. If adults witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied then, after consultation with the Principal, the class teacher informs the child's parents. If adults become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying through the peer support group approach, and sanctions for the child who has been carrying out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, the Principal is informed. The child's parents are invited into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Principal may need to contact external support agencies.

## The Role of the Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. Parents do not have the right to request that a bully be excluded from the school.

Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. The overall aim will be to resolve the issue by supporting both the victim and the bully. Where necessary we will consult external agencies, eg. Access to Learning Team, to support our action.

### Available support.

#### Websites

Anti-Bullying alliance – [www.Anti-Bullyingalliance.org.uk](http://www.Anti-Bullyingalliance.org.uk) – information, resources and advice relating to bullying.

Beatbullying – [www.beatbullying.org](http://www.beatbullying.org) – resources and lesson plans looking at the issue of bullying for primary and secondary aged pupils.

Cybermentors – [www.cybermentors.org.uk](http://www.cybermentors.org.uk) – a safe social networking site providing information and support for young people affected by bullying.

Kidscape – [www.kidscape.org.uk](http://www.kidscape.org.uk) – Bullying advice, helpline, information, Anti-Bullying resources and training.

Need2know – [www.need2know.co.uk](http://www.need2know.co.uk) – youth friendly site featuring tips on how to stop bullying, what to do if you bully others etc.

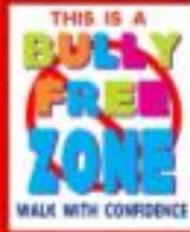
NSPCC – [www.nspcc.org.uk](http://www.nspcc.org.uk) – advice on what to do if you are being bullied or see someone who is

Think U Know – [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk) – website for cyberbullying and e-safety information. Has separate areas for parents/carers, staff and children aged 5-7, 8-10 and 11-1





# Anti-Bullying Charter



**We have ZERO tolerance to bullying.  
STOP!**

**Together we LOVE and HELP,  
Together in FAITH we achieve.  
Remember,  
God Loves you!**

