



## Anti-Bullying Policy 2015

The mission of Our Lady's school is to lead each member of the school community to a deeper, more active faith in God. We strive to offer the children entrusted in our care a quality, well-balanced and appropriate education, which fulfils the needs of each unique individual. As we part of a federation with St Joseph and St Teresa's Woodlands, our federated mission of both schools is to grow as a community through faith in God, giving love and respect to all.

Our Lady's takes a strong stance against bullying of any type. Bullying will not be tolerated and will be addressed.

Our Lady's recognises that it must take note of bullying perpetrated outside school which spills over into school. Our Lady's will do what is reasonably practicable to eliminate such bullying.

We will:

- Create a safe and calm environment that is free from disruption and in which education is the primary focus.
- Create an ethos of good behaviour where pupils treat each other and the school staff with respect because they know this is the right way to behave.
- Involve parents/carers to ensure they are clear that the school does not tolerate bullying.
- Involve pupils so that they are all clear about the part they can play to prevent bullying.

- Regularly update our approach to take account of developments in technology, for instance, updating 'acceptable use' policies for computers.
- Openly discuss differences between people that could motivate bullying in lessons, assemblies and dedicated events.
- Make it easy for pupils to report bullying so they will be assured they will be listened to and incidents acted on. Pupils will be encouraged to use the 'worry box' to voice their concerns if they find talking to an adult difficult.
- Create a safe, inclusive environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination.
- Provide effective staff training.
- Work with other agencies and the wider community.
- Successes will be celebrated to ensure a positive school ethos is created around the issue.
- Ensure our school councillors act as anti-bullying ambassadors.

### Definition of Bullying

*Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.*

*Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children or perceived differences.*

(Preventing and tackling bullying, advice for teachers, staff and governing bodies, October 2014)

### Bullying constitutes a range of behaviours:

- Physical: pushing, kicking, hitting, any form of violence.
- Verbal: name calling, sarcasm, spreading rumours, persistent teasing.
- Emotional: tormenting, threatening, ridicule, humiliation, exclusion from groups or activities.
- Racial: racial taunts, graffiti, gestures.

- Sexual: unwanted physical contact, abusive comments, innuendo, harassment.
- Cyber- via text messages, internet, social media sites.

### The process of dealing with bullying

1. Any allegation of bullying is investigated immediately by one of the members of the teaching staff or our learning mentor. The incident should be reported on CPOMS.
2. If there is no conclusive evidence that the incident was bullying it should still be reported on CPOMS.
3. If bullying has occurred it should be reported immediately to the head teacher.
  - The head teacher will immediately contact the victim's and bully's parents.
  - The LA will be informed.
  - An appointment will be made for the bully's parents to come into school to discuss further action.
  - Each incident will be dealt with individually, depending on what has occurred.
  - Severe or repeated bullying could lead to exclusion.
  - In all instances, the future behaviour of the bully will be closely monitored.
  - The victim will be supported and regular contact made with the parents.
  - Any identified 'bully' will be required to show reconciliation and restoration. This will be recorded on CPOMS.

Provision for pupils with SEN and/ or disability.

The SENCO will liaise with the teachers and head teacher in the event of any bullying incidents or perceived bullying incidents.

All of the above arrangements will be followed plus making sure that the child's specific needs are met and supported throughout the investigation of any incident.

The motivations behind bullying behaviour will be considered and if concerns for the safety of the perpetrator are revealed then the child engaging in bullying may also need support themselves.

February 2015