ST. TEREZA’S CATHOLIC PRIMARY SCHOOL, LEXDEN, COLCHESTER

Anti Bullying Policy

MISSION STATEMENT

We love God and each other and follow the example of St Teresa.
We enjoy learning together and doing our best in a happy, healthy and welcoming community.
We learn to be responsible and caring citizens.
“Let us do little things well today”.

St Teresa

AIMS

To promote a secure, supportive, caring and happy environment, free from fear, harassment or degradation so we have created a “Telling School”.
To be committed to overcoming bullying by practising zero tolerance.

DEFINITION OF BULLYING

Bullying is any behaviour which is perceived by the targeted individual or any other person, as intended to hurt, intimidate, frighten, harm or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenseless.
Bullying can take different forms such as:
1. Non-verbal: kicking, hitting, damaging or taking belongings.
2. Verbal name calling, taunting.
3. Indict: spreading rumours, excluding.
4. Cyber: sending nasty or threatening texts, emails by phone, picture/video clip, internet chat rooms or websites.

Cyber bullying can be defined as the use of ‘Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else. Cyber bullying differs from other forms of bullying in that it can take place at any time and can invade previously safe places, such as the home. The audience can be very large and reached very quickly. The perpetrator of cyber bullying may never be in the same physical space as their target and may attempt to remain anonymous. Some incidents of cyber bullying are quite unintentional, as pictures or texts can be sent as a joke without the sender truly understanding the impact of their actions or the speed at which the information can be shared outside the friendship group. Many cyber bullying incidents can themselves act as evidence and it is important in all settings where there are children, young people and technology, that all adults know how to minimise and deal with incidents.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truancying from school. Pupils may have nightmares or have possessions go missing regularly in the class or cloakroom.
**STEPS THAT CAN BE TAKEN TO PREVENT BULLYING**

Children and young people do not separate their experience into boxes or outcomes. Everything is fitted together as one ongoing experience. The five outcomes from Every Child Matters agenda need to be seen as interdependent. Children have the right to be emotionally, socially, and physically healthy and to learn in a safe environment.

1. Parents, school and parish work together to promote a caring community based on Christ’s teaching.
2. Children given the opportunity to discuss issues surrounding bullying e.g. during circle time: in School Council meetings
3. Children to be taught anger management and avoidance strategies through the personal, social and moral curriculum.
4. Pupils and parents to be informed of the school’s expectations and to foster a productive partnership, which helps maintain an environment that is free of bullying.
5. Staff to be aware of their role in fostering the knowledge and attitudes that will be required to achieve the above aims.
6. Parents to support and promote a ‘non-violent’ policy within their homes and in their local community.
7. Parents to ensure that their child’s concerns are listened to and reported to the school immediately so that appropriate action can be taken.

**PROCEDURES**

The following steps may be taken when dealing with incidents:

1. Ensure that all children know that we are a listening school.
2. If bullying is suspected or reported, the incident will be immediately dealt with by the member of staff who has been approached.
3. Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the School Policy for Positive Behaviour.

Pupils who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
2. Reassuring the pupil.
3. Offering continuous support.

Pupils who are bullying:

The following steps will be taken:

**Step 1**

- Confront the pupil regarding the alleged incident, offer a listening and non-judgmental approach.
- Help the pupil to understand the implications of their actions and the impact on the other pupil.
- Agree an appropriate ‘Code of Conduct’.
- Inform parents – meet if appropriate.
• Monitor – class teacher, support and lunch time staff. If behaviour continues move to step 2.

**Step 2**
• Meeting with parents to discuss the situation, involve pupil in discussion and agree consequences, create a behavior management plan.
• Monitor
• Review meeting after two weeks. If behaviour management has not resulted in a change in the situation the school will contact Behaviour Support.

Within the curriculum the school will raise the awareness of nature of bullying through inclusion in Personal, Moral, Social, Health and Citizenship areas of the curriculum as well as in assemblies and other subject areas, as appropriate, in an attempt to eradicate such behaviour.

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Class teachers to report any incidents to a member of SLT.

Reviewed: spring term 2018
Approved by Governors: 27th March 2018
To be reviewed: spring term 2020