

Document Control			
Policy Name	Anti-bullying	Date Approved	19 th July 2017
Status	Approved by Board	Review Date	Summer 2019
Committee	Pupil Achievement	Version Number	2.00

Anti-bullying Policy English Martyrs Catholic Primary School

“Working together to provide the very best in Catholic Education”

“There is a variety of gifts but the same Spirit gives them. There are different ways of serving but the same Lord is served. There are different abilities to perform service, but the same God who gives ability to all for their particular service. The Spirit’s presence is shown in some way in each person for the good of all.” 1 Corinthians 12: 4 - 7

Introduction

1.1 What Is Bullying?

Bullying is the intentional, repetitive or persistent hurting of one person by another person, where the relationship involves an imbalance of power. It can take physical or verbal forms, be direct (face to face) or indirect (rumour spreading, exclusion, sending of text messages, emails or social media).

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as email & internet chat rooms
- Misuse of mobile phones - threats by text messaging & calls
- Misuse of associated technology - camera & video facilities
- SEN and disabilities
- Abilities

1.2 Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. At English Martyrs we acknowledge our responsibility to respond promptly and effectively to issues of bullying.

Statement of Purpose

At English Martyrs we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

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Aims and Objectives

We will ensure that:

- All governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- All governors and teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated if necessary.

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Procedures

Bullying is alleged by a parent / carer or outside person	Suspected Bullying is identified from within school (e.g. via observations from class teacher), including being reported by the victim themselves.
1. A formal allegation (in writing or at a meeting) has been made by parents to a member of staff, that their child is being bullied.	1. Class teacher records concerns on 'Allegation of Bullying Form' (Appendix 1) and passes this to a member of the senior management team. If bullying cannot be confirmed, staff should discuss appropriate way to proceed and whether the matter is serious enough to report to parents.
2. Class teacher to investigate and determine whether allegations can be substantiated.	2. If bullying is confirmed, member of SMT to speak with the parent(s) concerned to confirm this and outline further actions (This may be confirmed in writing, if deemed necessary by SMT).
3. Class teacher to report findings to a member of the senior management team. If bullying cannot be confirmed, class teacher to inform parents of this and outline any further actions. (This may be confirmed in writing, if deemed necessary by SMT).	3. Member of SMT to speak to bully and set an appropriate sanction (see behaviour policy). SMT member should determine if further action is necessary and arrange for reconciliation between bully and victim.
4. If bullying is confirmed, member of SMT to speak with parent to confirm this and outline further actions (This may be confirmed in writing, if deemed necessary by SMT).	4. Class teacher to monitor situation, if bullying continues repeat step 3.
5. Member of SMT to speak to bully and set an appropriate sanction (see behaviour policy). SMT member should determine if further action is necessary and arrange for reconciliation between bully and victim.	5. Step 3 should continue until bullying ceases. However, if bullying continues after several attempts by the school to address this, then the Head will determine further actions.
6. Class teacher to monitor situation, if bullying continues repeat step 5.	
7. Step 5 should continue until bullying ceases. However, if bullying continues after several attempts by the school to address this, then the Head will determine further actions.	

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Other Considerations

- In some cases of bullying, it will be necessary to inform all staff of the situation, so that it can be monitored by everyone
- If necessary and appropriate, police will be consulted
- An attempt will be made to help the bully (bullies) change their behaviour

Prevention

We will use the following methods and strategies for helping children to prevent bullying;

- Use of the PSHE scheme (SEAL) through Circle time, planned activities, drama and discussion
- Use of the Behaviour policy through; discussing issues from the playground, lunchtime controller's procedures, table talks, face to face
- Use of the peer mediation
- Use of the RE scheme of work and promotion of care and respect for others that reflects our Catholic values and ethos (Mission Statement)

Resources

SEAL materials

Behavioural policy

This policy has been written in light of the following policies:

- RE policy
- Sex and Relationship Education Policy
- Inclusion Policy
- Confidentiality Policy

Equality of Opportunity

In light of the 2010 Equality Act, this policy has been written with due consideration to its potential impact (both positive and negative) on the many diverse groups of adults and children within the school. The school has ensured that to the best of its knowledge, the statements and procedures set out in this policy do not discriminate unjustly against any such groups or individuals.

Approved by governing body on 19th July 2017

Signed by: Chair of Governors

Review: Every 2 years

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HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 8888 3377
Children's Legal Centre	0345 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10am - 5pm)	020 7823 5430
Family Lives (prev. Parentline Plus)	0808 800 2222
Youth Access	020 8772 9900
Bullying UK (part of Family Lives)	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

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Formal Allegation of Bullying

Date:	
Alleged Bully:	
Victim:	
Reported by:	
Type of bullying (Circle):	Race related/ gender related/ appearance/ homophobic/ religious/ other (state)
Description of concern:	
Results of investigation and description of action taken:	
Bullying confirmed?	Yes /No

Further Incidents/Actions:

Date:	Incidents/Actions: