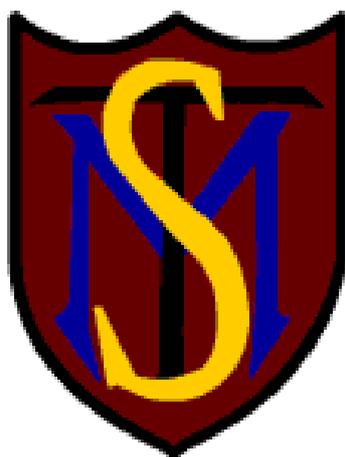


St Thomas More
Catholic Primary School



Anti-Bullying Policy

Mission Statement

Jesus said:

"Love one another as I have loved you."

At St Thomas More's School our Mission is to allow everyone to love and be loved.

We believe that Love is:

Kindness, justice, tolerance, forgiveness and friendship; it is unconditional and inclusive, allowing each one of us to learn and grow to become the wonderful person God created us to be.

Updated: September 2018

Review : September 2019

The staff of St. Thomas More work closely together in order to live out our Mission Statement. We feel that by offering ourselves as good role models and by insisting on following the example of Christ we will encourage self-esteem, tolerance and respect amongst our pupils.

A 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. The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying' which can occur in or out of school. Cyber bullying is a different form of bullying and can happen at all times of the day.

Bullying is defined by the Department of Health, Department for Education and Employment, Home Office and National Assembly for Wales in the Government Guidance on Working Together to safeguard children as:

“Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those bullied who are powerless to defend themselves. Bullying can take many forms but the three main types can cause stress and have an emotional impact.

- 1. Physical (examples include hitting, kicking, theft)**
- 2. Verbal (e.g. racist, homophobic remarks and name calling)**
- 3. Indirect (e.g. spreading rumours)”**

How we deal with bullying at school

- We have a clear behaviour policy, which is based on positive reinforcement of good behaviour, encourages children to consider their rights and also their responsibilities, and clearly states high expectations and lists consequences of poor behaviour.
- The school works hard on a daily basis to promote positive relationships between all stakeholders, particularly between children and children. This has a very positive impact and contributes hugely to us being pro-active rather than just re-active in dealing with bullying
- Bullying is built into our PSHE (Personal, Social and Health Education) curriculum. The school also has a focus week on Bullying (Anti bullying week, Autumn term)
- Assemblies and collective worship, at least once per term led by the Head teacher, class teachers and outside visitors (the Police for example) are focused on issues around bullying.
- Religious Education, much in our religion lessons focuses on respect, love and kindness. Issues of personal relationships form part of our daily lessons and prayer time.
- Display, as this important topic is covered in school display work is generated which will serve to remind children of the most important messages regarding their own and others happiness.

What action does the school take when incidents of bullying do occur?

- All staff in school listen to the incidents children report.
- All incidents of bullying or perceived bullying are recorded
- Parents of both the victim and the perpetrator will be informed of the incident
- Support & guidance is given to children as needed – this may be for the victim, for other children & the perpetrator
- Appropriate action is taken in accordance with the behaviour policy, please also see actions listed below.
- The Head teacher monitors recorded incidents of bullying/perceived bullying
- Safeguarding of children is a high priority and if necessary other agencies will be contacted for advice
- Incidents are reported (in figures) to the Governors on a termly basis

What if the school experiences problems with repeat offenders?

- Parents may be called to a meeting.
- The pupil may experience a withdrawal of playtimes
- The relevant Governor's Committee may be informed
- The child may be excluded from school during lunchtime
- The school may involve outside agencies, the police for example
- A Fixed Term exclusion could be issued
- As a last resort a permanent exclusion may be issued

What is needed to make the policy work?

In order for any policy to work staff, children, parents and Governor's need to work together. We all have to make our contribution to continue to improve our school community for all of our children. We encourage families and children to share information with us regarding experiences of bullying so these can be addressed promptly.

Parental Responsibilities

Parents can assist in combating bullying in a number of ways by not accepting such behaviour and by influencing children of the importance of appropriate behaviour towards others and the importance of reporting to an adult when they think someone is being bullied.

- Understand the definition of what constitutes bullying
- To support the school rules
- To keep school informed of any difficulties children are experiencing
- To support school in the sanctions it delivers
- Be positive about school in the presence and hearing of children
- Support reasonable requests and decisions taken by school
- Not automatically dismissing the suggestion that their own child could be involved in bullying another child and work positively with school to change the behaviour

Pupil Responsibilities

This policy is effectively enforced in our supportive school climate where children and staff have an understanding of bullying and expectations. The children and staff are expected to be responsible for their personal conduct and behaviour and support others by reporting concerns and promoting anti-bullying messages and positive Citizenship. Therefore it is pupil's responsibility to:

- Respect and follow school rules
- Always seek to improve the contribution they make to school life
- Report all incidents of bullying/perceived bullying using procedures in place
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents where the victim may be afraid to report him/herself
- To follow our policy
- Refrain at all times from any behaviour which would constitute bullying or could be construed as bullying behaviour

Staff Responsibilities

- To be consistent
- To be fair and just
- To listen
- To record reported incidents following school procedures
- To investigate reported incidents following school procedures

- To follow our policy
- To keep families updated

Governor Responsibilities

- To monitor the implementation of school policy
- To insist upon the highest standards of behaviour
- To investigate incidents
- To make help decisions on matters of serious or persistent bullying

Codes of Conduct

Staff and children of the school have drawn up codes of conduct. These are intended to guide and remind adults and children in school of the way we strive to behave daily. When work is undertaken on bullying these codes of conduct are referred to. As time passes they may well be amended with the ideas and thoughts of new staff and new children.

Evaluation Procedures

All reports on Bullying are logged and passed onto the Head teacher who monitors and analyses these logs.

- Questionnaires are undertaken, which include information on bullying
- The number of recorded incidents of bullying are monitored

Other policies to read in conjunction with this:

Behaviour Policy

Safeguarding Policy