



# St Mary's Catholic Primary School Halifax

## Anti-Bullying Policy

**A Community where we Live, Laugh and Learn  
Together in God's Love**

### Rationale

We aim to create a caring community where everyone is valued, where Gospel values of respect and forgiveness are evident and where there is a secure environment in which quality of life, enjoyment of school, self esteem and the respect for others can be found. (Our Mission Statement).

Children are entitled to receive their education in a safe and caring environment, free from fear and intimidation.

### Policy Statement

It is the school policy that it takes a pro-active, positive approach regarding bullying. We define bullying as behaviour which:-

- is deliberately harmful
- occurs more than once
- is difficult for the victim to defend themselves against

(See Note 1 & 2)... Which identify forms of bullying and types of discrimination.

In dealing with the issue of bullying, the school will be concerned with prevention and with remedial action for the victim and perpetrator.

### Spotting the signs of bullying

We should not always dismiss 'horseplay' or 'banter' or throw away comments students make to each other in the classroom or on the playground or in the corridors. All our pupils have the right to feel safe and supported whilst in school.

- Bullying can take place anywhere and at any time, including during lessons or on the way to and from school
- Signs of a person being bullied can include:
  - Child is frightened or reluctant to be walking to or from school alone.
  - Child's routines change
  - Child doesn't want to go to school
  - Child absents themselves from school or says they feel ill regularly
  - Child is withdrawn, anxious or nervous
  - Starts stammering
  - Threatens to run away
  - Has poor sleep patterns or even nightmares
  - Feels ill in the morning
  - Can be aggressive, disruptive or unreasonable



- Has torn clothes or damaged possessions
- Loses possessions
- Begins bullying other children or siblings (perhaps under pressure from a bully)
- Stops eating
- Won't speak about what is troubling them
- Makes improbable excuses for situations above
- Is afraid or reluctant to use electronic media

### **Implementation of this policy**

1. Self-awareness, responsibility and appropriate relationships between children will be encouraged by the policy on Positive Behaviour. Violence of any kind will not be tolerated.
2. Pupils' awareness of issues relating to bullying including cyber, HBT (Homophobic, Biphobic & Transphobic), racist, religious, disabilist, classist, whether physical, emotional, verbal or on the internet will be taught within the PSHCE (Personal, Social, Health and Citizenship Education) programme in place across the whole school and other lessons when appropriate. All children will be encouraged to report incidents they see or suffer.
3. Members of staff will make it clear to all children that bullying is unacceptable.
4. Staff will be vigilant in watching for early signs and symptoms of bullying in its different forms.
5. Staff will receive alleged reports of bullying in an accepting and positive manner and make appropriate responses. They will record incidents and action taken on our CPOMS system. Staff members will be encouraged to record incidents themselves first hand, and should avoid asking other members of staff to do this for them.
6. All incidents of bullying will be dealt with initially by the class teacher and then reported to senior staff if necessary. Class teachers will always be informed of incidents that have occurred in their absence; this includes those at break and lunchtimes. The CPOMS system will do this usually, though occasionally in real time there will be a need for the incident to be reported one-to-one and recorded on CPOMS soon afterwards.
7. This policy applies to members of staff and parents as much as pupils. We expect all adults working in our school to be mindful of their behaviour towards each other and towards pupils, so that all persons working in our school community can feel safe, cared for and respected.
8. Staff will assist those who bully to confront their own ideas and actions and to replace their aggressive attitudes and behaviour with more positive ones.
9. The school procedures and systems to prevent, detect, record and deal with bullying will be implemented consistently by all staff. (See Note 3 for responding specifically to HBT Bullying)
10. Information concerning the Anti-Bullying policy will be contained in the School Handbook.
11. Unless there are reasons to the contrary, parents of children who bully or who are bullied will always be informed. Parents will be encouraged to inform school of any information that they have. Parents are required to support the principles behind this policy.
12. The school will take an active part in National Anti-Bullying Week on an annual basis.

### **Complaints Procedure**



As mentioned earlier in this document, we encourage all accusations of bullying to be dealt with initially by a child's teacher. Parents are encouraged to discuss issues and concerns with a child's teacher in the first instance.

Should the matter not be resolved satisfactorily the matter should be referred to the Assistant Headteacher and Deputy Headteacher or Headteacher.

In circumstances where persistent bullying is proven the school will take punitive action to ensure that pupils who are bullied are safe and those bullying them are clear about the consequences of such action for themselves. (See Behaviour Management Policy for sanctions available)

In rare circumstances the issues may still not have been resolved and in this situation a formal complaint in writing can be made to the Governing Body through the Clerk to the Governors (Mrs Anne Hardy).

### **Links to other policies**

This policy has links with the following:

- Behaviour Management
- Safeguarding
- Inclusion
- PSHCE

Jan. 2019



## APPENDIX

### NOTE 1

There are any number of different ways bullying can happen, which include, but are not limited to:

- **Physical Bullying:** Intentionally causing pain or distress using physical actions such as hitting, kicking, punching or tripping up.
- **Emotional Bullying:** Intentionally causing harm through how someone is treated emotionally such as excluding, humiliating or intimidating.
- **Cyber-Bullying** (See Cyber Bullying Policy): Any bullying which takes place using communication technologies such as social media, mobile phones, emails or the internet in general.
- **Verbal Bullying:** Intentionally causing harm to someone using words and the things that are said to that person. This can include things like name-calling and teasing. Indirect bullying can include spreading malicious stories about someone, exclusion from social groups, being made the subject of malicious rumours, graffiti, or the display of discriminatory material.

### NOTE 2

Types of discrimination:

- **Racism** – directed at people of a different ethnicity or nationality.
- **Sexism** – directed at people of a different gender.
- **HBT (Homophobia, Biphobia & Tranphobia)** – Directed at a person because of their perceived sexual or gender identity.
- **Religious Discrimination** – Directed at people because of what they do or do not believe. (There is no legal requirement for a Faith School to provide a place of worship or facilities to worship for persons who are not of that school's Religious denomination.
- **Disabilist Discrimination** – Directed at people because of their perceived or actual disability.
- **Classist Discrimination** – Directed at a person because of their perceived socio-economic status.

### NOTE 3

All staff should use the following guide to respond to HBT Bullying:

What might HBT Bullying look like?

- Verbal, physical or emotional harassment including insulting or degrading comments, name-calling, gestures taunts and insults or 'jokes'.
- Offensive graffiti
- Humiliating, excluding, tormenting, ridiculing or making threats towards others based on their, or their perceived sexual or gender identity.
- Use of the word 'gay' in a derogatory way or replacing a negative word with 'gay' (eg: "Those trainers are so gay")

What to do:

- Read this policy and follow it.
- Challenge all incidents, behaviour and language that occur, addressing these with students ("What do you mean by that word?")
- Encourage other pupils and staff to not be bystanders to bullying.
- Be calm and think through your response to incidents.
- Don't be afraid to ask questions of those involved.
- Challenge statements, not the person. (You made this gesture. What did you mean by that?")
- Highlight to the perpetrator how they might feel if the action or word is used against them.
- Look forward on how to discuss language used with children and the effect it can have.
- Record all incidents and how you dealt with them on CPOMS.



**NOTE 4**

A restorative practice approach is used with both victims and perpetrators wherever possible.

