



'Growing, loving and learning in the arms of Mary'

Anti-bullying Policy



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At St Mary's RC Primary School we aim to create in school a positive and caring atmosphere, based on a sense of community and of shared Christian values and in line with the school Mission Statement, one in which teaching and learning can take place in a safe and happy environment.

We are proud to be working to become a UNICEF Rights Respecting School.

This Policy covers the following Rights in respect of UNICEF's The Convention on the Rights of the Child:

- **Article 12 (Respect for the views of the child):** When adults are making decisions that affect children, children have the right to say what they think should happen and have their opinions taken into account.
- **Article 15 (Freedom of association):** Children have the right to meet together and to join groups and organisations, as long as it does not stop other people from enjoying their rights. In exercising their rights, children have the responsibility to respect the rights, freedoms and reputations of others.
- **Article 16 (Right to privacy):** Children have a right to privacy. The law should protect them from attacks against their way of life, their good name, their families and their homes
- **Article 19 (Protection from all forms of violence):** Children have the right to be protected from being hurt and mistreated, physically or mentally.
- **Article 28: (Right to education):** All children have the right to a primary education, which should be free. Discipline in schools should respect children's dignity. For children to benefit from education, schools must be run in an orderly way. Any form of school discipline should take into account the child's human dignity.
- **Article 29 (Goals of education):** Children's education should develop each child's personality, talents and abilities to the fullest. It should encourage children to respect others, human rights and their own and other cultures. It should also help them learn to live peacefully, protect the environment and respect other people.
- **Article 31 (Leisure, play and culture):** Children have the right to relax and play, and to join in a wide range of cultural, artistic and other recreational activities.
- **Article 37 (Detention and punishment):** No one is allowed to punish children in a cruel or harmful way.

PRINCIPLES

St Mary's School seeks to provide a safe, secure and positive environment in which children and young people can develop and grow making full use of the range of facilities available to them.

Bullying in any form is unacceptable and will not be tolerated by any member of our school community.

Our Mission Statement clearly identifies the need for all children, young people and adults to be treated with respect, dignity and understanding, and to participate in any activity free from intimidation.

At St Mary's School we will seek to ensure that we will:

- Actively listen to children and young people.
- Act appropriately on information received.

In doing this we will ensure that a safe, secure and positive environment exists enabling all who work within our school community do so in the knowledge that help, support and above all action will be taken to eradicate bullying.

DEFINITION OF BULLYING

We define bullying as the intentional abuse of power by an individual or group with the intent and motivation to cause distress to another individual or group. It may be physical, sexual, verbal or psychological in nature. It may occur frequently or infrequently, regularly or irregularly, but it should be taken seriously even if it has only occurred on one occasion.

Bullying is not a phenomenon which occurs solely between children. The above definition can also be seen to characterise some adult/adult, adult/child and child/adult relationships.

In more serious instances where adults abuse their power over a child or a child does over another child, bullying may be viewed as child abuse and should be seen within this context.

Not all aggressive behaviour is bullying. Behaviour which appears to be bullying may be exhibited by some children, especially very young children, without the intention or awareness that it causes distress.

Some individuals may feel they are being bullied, even when there is no intention from others to cause them distress. Such perceptions of bullying should be taken seriously.

TAKING ACTION TO ERADICATE BULLYING

Bullying is always damaging to those involved. The victim, the bully and those who witness or even know about the bullying are affected.

Victims may spend their lives in fear. They often feel isolated from their peers and may believe that it is something about themselves which has led the bully to pick on them.

The victim's life may be characterised by unhappiness, a sense of desolation and desperation and exclusion from normal social experiences. These feelings can permeate all aspects of the victim's life and may lead to a strong desire to escape the situation by running away from home, truanting from school, and in some cases, self-harming or taking their own life.

The victims of bullying may have reduced self-esteem and self-worth and their performance in school and other areas often deteriorates.

Bullying behaviour is not a natural part of growing up and should not be seen as such.

Children and young people who bully are likely to experience difficult and unhappy relationships with both peers and adults and frequently need help to overcome these difficulties.

Children and young people who bully are unlikely to stop while they can continue unchallenged.

Bullying behaviour does not just affect the victim and the perpetrator. Those who witness or know of bullying may live in fear that it will be their turn next.

Bullying promotes poor models of behaviour and may encourage others to imitate these models. Children and young people who have been bullied in one setting may well become bullies in another.

For children transferring from primary to secondary schools the fear of bullying is widespread.

Evidence shows that bullying is a major concern for parents and children of all ages.

POLICY TO PRACTICE

We firmly believe that for an Anti-bullying Policy to operate successfully requires the full co-operation of children, staff, parents and governors in ensuring that this is a priority in the day to day life of the school.

We see the implementation of our Anti-Bullying Policy as being a partnership between the children, staff, parents and Governors. An extension of this partnership will include other agencies and organisations in supporting our practise.

Children

We will do this by:

- Encouraging children to talk openly about their experiences in lesson time and particularly as part of our PSHE Programme.
- Making all children aware of the consequences of being bullied and being a bully.
- Provide a direct line of communication if necessary, to a child with genuine fears. This will be directly to the Headteacher and/or the Deputy Headteacher.
- Using our School Buddies and Playground Buddies as a way of promoting friendship and **'looking after one another'**.
- Involvement of the School Council in implementing any policy with regard to anti-bullying.
- Ensuring that any child who alleges they are being bullied is made safe.
- Investigating all concerns.
- Respecting confidentiality.

STAFF

We will do this by:

- Delegating responsibility for the implementation of this policy to the Headteacher and Deputy Headteacher.
- Producing brief written guidelines for all staff in effectively carrying out their role within school (**APPENDIX 2**).
- Ensuring that all staff are aware of the importance in developing and maintaining positive relationships with children.
- Providing a safe, listening environment in which adults are able to listen to concerns regarding bullying behaviour.
- Raising awareness through school assembly and visitors to school to tackle bullying issues.
- Positively encouraging co-operative behaviour and reward non-aggressive behaviour.
- Identifying and providing appropriate training in relation to bullying behaviour.
- Recording any concerns and action taken to prevent or deal with bullying behaviour – using CPOMS or form (**APPENDIX 1**).
- Monitoring the frequency and nature of bullying within our school.
- Reviewing our policy and procedures on a regular basis.

PARENTS

We will do this by:

- Making new parents aware of the school's Anti-Bullying Policy via the School Prospectus and Induction Meetings.
- Providing brief written guidelines for parents who believe their child may be experiencing bullying behaviour (**APPENDIX 3**).
- Ensuring confidentiality.
- Involving parents and other organisations if necessary at an early stage.
- Listening to parental concerns and taking appropriate action.
- Providing parents with a simple recording sheet to gather information regarding bullying behaviour.
- Reporting back to parents on progress of investigations.

GOVERNORS

We will do this by:

- Receiving reports from the Headteacher on the implementation and management of this policy.
- Reviewing our policy and provision on a regular basis.

STAFF DEVELOPMENT AND CPD PROVISION

Staff training and development are linked with the needs of the school and the individual training needs of the staff. These will come about following consideration of previous inspections, action plans and identified staff needs following the annual audit conducted by the co-ordinator.

MONITORING AND EVALUATION

The Senior Management Team will monitor this policy and its implementation and effectiveness.

The Governors will monitor this policy as part of the annual monitoring programme adopted by the Governing Body.

ANTI-BULLYING POLICY GUIDELINES

Our guidelines are based upon three important points:

- ❖ We cannot expect children to draw attention to bullying when it happens – the adults must accept responsibility and take steps to make sure that they are aware of what is going on.
- ❖ It is up to all adults within an organisation to take bullying seriously and to do something about it.
- ❖ Adults must be a positive role model in the way they treat other adults, or children and young people. Their own behaviour must not be seen to encourage bullying.

Signs of Bullying - Some victims do not appear to reveal any outward signs.

- ❖ Become withdrawn, clingy, moody, aggressive, un-cooperative or non-communicative.
- ❖ Behave in immature ways.
- ❖ Sleep or appetite problems.
- ❖ Concentration difficulty.
- ❖ Variation in performance.
- ❖ Cuts, bruises, aches and pains without adequate explanation.
- ❖ In possession of extra money or stealing.
- ❖ Clothes or possessions which are lost or damaged.
- ❖ Complain of illness more frequently.
- ❖ Marked change in a well-established pattern of behaviour.
 - sudden loss of interest in a favourite activity
 - a reluctance to leave home go to school
 - a request to change school
 - refusal to return to a place or activity

Remember - Bullying can make children feel scared and alone.

Bullying might mean:

- Name calling
- Hitting
- Ignoring
- Scaring
- Picking on
- Teasing
- Slagging off

You should not be silent when you are being bullied. Telling about bullying isn't telling tales or grassing. Bullying is wrong and should be reported. Both adults and children bully. No-one deserves to be bullied. Bullying is everyone's problem.

APPENDIX 1 RECORD OF INCIDENTS AND ACTION TAKEN

Name of Child being bullied: _____

Class: _____ Date of First Notification of Bullying: _____

Brief Summary of Incident/Concern:

Date	Record of Incident/Action taken	Named Person

APPENDIX 2 GUIDELINES FOR STAFF ON ANTI-BULLYING

The following actions are appropriate for use with children who are bullied and those who are involved in bullying.

Ensure that bullying incidents are dealt with promptly.

- Ensure the immediate safety and well-being of the children.
- Protect and support all parties while the issues are being resolved.
- Take the necessary steps to stop the bullying. This could include:
 - Listen to the children and showing sympathy and concern.
 - Discuss the incident and subsequent consequences.
 - Consider a range of strategies to ensure bullying does not occur again.
- Record incidents (**ANNEXE 1**) and action being taken and notify the Headteacher and/or Deputy Headteacher.
- If necessary – inform parents and discuss the situation with them calmly. The decision to talk with parents is at your discretion. As a broad measure you may consider a single incident may not be worth reporting at this stage. On the other hand this incident may follow a pattern and intervention may be needed at this point.
- If you feel at any time that the situation could get out of hand, or you need the support of either the Headteacher or Deputy Headteacher, do not hesitate in seeking support. Once the Record of Incidents and Action (**ANNEXE 1**) has been handed over to the Headteacher or Deputy Headteacher it becomes their responsibility.
- Maintain contact and work with parents.
- Always respond calmly and consistently.

Listen, Take Action, Record, Follow Up

APPENDIX 3 GUIDELINES FOR PARENTS OF CHILDREN BEING BULLIED

**Your child has the right to be safe.
Your child has the right to expect other people, including
yourselves, to help keep him or her safe**

If you suspect that your child is being bullied:

- Talk to your child about what is happening.

- Above all else be calm.
- Show sensitivity.
- Show concern.
- Reassure your child that he or she is not to blame.
- Keep a record of what your child tells you. Include details such as names, dates, time and nature of incident. You may wish to record this privately.
- Do not pressurise your child – give them space and time.

- Once you are certain of the concerns, if at all possible, act with your child's agreement.

- Contact someone in school. This would normally mean contacting your child's teacher. Your child's teacher will deal with the concern and inform the Headteacher and/or Deputy Headteacher and/or Assistant Headteacher.

- If you believe the incident warrants bypassing your child's teacher – do not hesitate in contacting the person responsible for implementing the Anti-Bullying Policy. At St Mary's School, the named persons are **Mrs Stephenson (Headteacher) or Mrs Carton (Deputy Headteacher) or Mrs Jackson (Assistant Headteacher)**

- Maintain contact and work with the school.

Some Do's and Don'ts

- **Do** listen to your child.
- **Do** take your child's concerns seriously.
- **Do** encourage your child to tell you what has been happening and to report any trouble that has been encountered.
- **Do** help your child to try and find a safe solution.
- **Do** talk to the school.
- **Do** look for signs of distress shown by your child.
- **Don't** ignore your child if they say they are worried about certain people.
- **Don't** tell your child to 'put up with it'. Bullying is not acceptable and action needs to be taken.
- **Don't** tell your child to fight back.
- **Don't** rush off and deal with the situation yourself.

APPENDIX 4

St. Mary's Anti-bullying Policy

St. Mary's School seeks to provide a safe, secure and positive environment in which children and young people can develop and grow.

Bullying in any form is unacceptable and will not be tolerated by any member of our school community.

We want everyone in our school to be happy.

If there is a problem we know that:

- We will be listened to
- Someone will act on the information received

What is bullying?

- Physical bullying
- Name calling – verbal bullying - threats
- Cyber bullying – text, email, MSN
- Lying to get people into trouble
- Spreading gossip
- Stealing or hiding belongings

We want everyone to:

- Feel safe in the classroom
- Not experience peer pressure
- Not be teased or abused
- Be forgiven for our mistakes
- Be respected for who we are
- Be accepted just as we are

If you see bullying:

- Don't laugh or join in
- Tell a teacher
- Speak up for the other children
- Stand by your friends

If you are bullied:

- Tell your teacher and family
- Turn to your friends for support
- Don't blame yourself
- Talk until someone listens

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