

# St Catherine's Catholic Primary School



## Anti-Bullying Policy

### MISSION STATEMENT

#### *GROWING IN FAITH*

*Our vision at St Catherine's Catholic Primary School  
and all we do, and aspire to be,  
is centred on the love, life and teaching of Jesus,  
and rooted in the faith of the Catholic Church.*

#### *AIMING FOR EXCELLENCE*

*Our aim is to build a loving, happy, safe and welcoming school where  
everyone has the opportunity and support to recognise, celebrate and  
develop  
their God given gifts and talents, learning in a creative and friendly school  
family.*

#### *LEARNING FOR LIFE*

*Journeying together with each other,  
we work in harmony  
to provide outstanding Catholic Education  
for all our pupils preparing them to fulfil their mission  
to the world in which we live.*

**Policy Adopted: 12 December 2023**

**To be reviewed: December 2024**

## Rational

In line with our mission statement and Catholic ethos, we believe that every child has the right to feel happy, safe and secure at school and with this, the responsibility to play their part in ensuring this for others. We intend that the policy is clearly understood and shared by all children, staff and parents/carers. It has close links to the Pupil Behaviour, Safeguarding and Child Protection, Diversity and Equality and RSHE policies.

## St Catherine's Catholic Primary School's 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 (DfE - Preventing and Tackling Bullying). It can be physical (e.g. pushing, hitting, kicking, theft, damage to personal property), verbal (e.g. name calling, spreading rumours, constantly putting a person down), sexual (e.g. unwanted physical contact, inappropriate touching) or indirect (e.g. being ignored). The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyber bullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media and apps, and sending offensive or degrading photos or videos. We at St Catherine's recognise that bullying can be emotionally abusive and cause severe and adverse effects on children's emotional development. We recognise that bullying is a form of child on child abuse and are vigilant that even if there are no reports of bullying, it does not mean that it is not happening.

## St Catherine's Catholic Primary School Procedure

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too - that is why they bully.

If bullying is suspected, the school will:

- Talk to the suspected victim and any witnesses individually.
- Provide appropriate support for the person being bullied - making sure they are not at risk of immediate harm and involving them in any decision-making, as appropriate.
- Inform the Headteacher and DSL as soon as possible.
- Record all incidents and discussions with all children involved via CPOMS, in addition to appropriate details regarding decisions and actions taken.
- Identify the bully and talk to them about what has happened, to discover why they became involved, making it clear that bullying is not tolerated.
- Follow sanction procedures where necessary.
- Consistently use Restorative Justice procedures with all children.
- Establish an agreement between the children where needed.

- Inform parents/carers and ensure they are kept informed about the concern and consequent actions taken.
- Follow-up to ensure the victim feels secure and safe and the bully is able to control their behaviour.
- When necessary, establish ongoing support for children individually or together.

If the incidents relate to cyber bullying, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.
- Take all available steps where possible to identify the person responsible. This may include:
  - looking at use of the school systems
  - identifying and interviewing possible witnesses
  - contacting the service provider and the police, if necessary.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
  - Supporting communications with a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
  - Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law, accessing the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying guidance to ensure that the school's powers are used proportionately and lawfully.
  - Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
  - advising those targeted not to retaliate or reply.
  - providing advice on blocking or removing people from contact lists.
  - helping those involved to consider and manage any private information they may have in the public domain.

If the incidents persist and are causing a health and safety issue then the Head Teacher may instigate suspension/exclusion procedures.

## Supporting Pupils

### **Pupils who have been bullied will be supported by:**

- Reassuring the pupil and providing immediate pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice where possible.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support. This may include working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Integrated Children Services or support through the Children and Young People's Mental Health Service (CYPMHS).

### **Pupils who have perpetrated bullying will be helped by:**

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with Pupil Behaviour Policy, and in extreme or repeated cases, suspension or exclusion.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Integrated Children Services or Early Help or support through the Children and Young People's Mental Health Service (CYPMHS).

## Prevention & strategies to reinforce St Catherine's Policy on Anti-Bullying

- Anti-Bullying week
- Development and review of pupils' Anti-Bullying Charter
- An inclusive environment which promotes a culture of mutual respect, consideration and care for others, embedded by our strong Catholic Ethos
- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyber-bullying
- Children participate in role play work in class as part of the EPR programme

- Making use of curriculum opportunities to raise pupil awareness e.g. through RE, cross curricula themes, drama, story writing and literature
- Open discussion on the differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference
- A whole school reward system celebrating success and achievements
- Good quality role models
- Adult modelling of appropriate response to a wide range of scenarios
- Children & parents/carers have a good knowledge of this policy
- Children have a clear understanding of their rights & responsibilities
- E-safety frequently discussed and taught with pupils encouraged to use technology, especially mobile phones and social media, positively and responsibly
- Use of Play Leaders
- Adults available to deal with a situation, even if minor. Talking to the children may prevent the situation escalating
- Gain feedback from pupils on bullying at the school as part of annual pupil survey and analyse responses to inform potential future actions

### The role of governors

- The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to ensure accurate records of all incidents of bullying are kept, and to report to the governors about the effectiveness of the school's Anti-Bullying Policy.
- If a parent/carer is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via clerk.

### The role of the Head Teacher

- It is the responsibility of the Head Teacher to implement the school Anti-Bullying Policy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the Anti-Bullying Policy on request.
- The Head Teacher ensures that all children know that bullying is unacceptable behaviour.

- The Head Teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.
- The Headteacher supports staff to promote positive relationships to help prevent bullying.
- The Headteacher seeks to learn from good anti-bullying practice elsewhere.
- The Headteacher recognises that some members of the school community may be more vulnerable to bullying and its impact than others; this may include children with SEND.

### The role of all staff

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults to deal with situations quickly and use Restorative Justice methods to prevent situations escalating.
- All adults to follow up what they have said e.g. keeping an eye, follow up discussion etc.
- Teachers are responsible for recording all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the Head Teacher as soon as possible.
- Staff record all incidents of bullying that occur both in and out of class on CPOMs. The school also records incidents that occur near the school, or on the children's way between school and home, that we are aware of. All adults who witness an act of bullying should record it on CPOMs.
- When any bullying takes place between members of a class, the teacher will deal with the issue immediately including counselling and support for both the victim and perpetrator of the bullying.
- All members of staff receive training (as part of our Safeguarding training programme), which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

### The role of parents/carers

Parents/carers have an important part to play in our Anti-Bullying Policy. We ask parents/carers to:

- Look out for unusual behaviour in their children - for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.



- Always take an active role in their child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If they feel their child may be a victim of bullying behaviour, they should inform the school immediately. The complaint will be taken seriously and appropriate action will follow.
- If their child is being bullied, parents/carers should not approach that child on the playground or their parents/carers or involve an older child to deal with the bully.
- It is important that parents/carers advise their child not to fight back and tell their child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure their child is not afraid to ask for help.
- If they know their child is involved in bullying, discuss the issues with them and inform the school. The matter will be dealt with appropriately. Remember incidents are confidential, do not discuss them with other parents/carers on the playground. Speak to school staff if you have concerns.
- Parents/carers have a responsibility to support the school's Anti-Bullying Policy, by actively encouraging their child to be a positive member of the school.
- If a parent/carer is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via the clerk.

## The role of children

### **What can children do if they are being bullied?**

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following messages:

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Be strong inside - say 'No' and walk confidently away. Go straight to a teacher or member of staff and you will get immediate support.
- If you are getting emails, texts or messages that make you feel uncomfortable, save them and show them to an adult. Do not respond to them.
- Fighting back makes things worse - don't do it.
- Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

### **What can children do if they know someone is being bullied?**

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- Tell an adult immediately.

- Do not take direct action with the bully yourself.

### Monitoring and review

This policy is regularly monitored to ensure that it is being consistently applied by the Head Teacher, who reports to governors on request about the effectiveness of the policy.

This Anti-Bullying Policy is the governors' responsibility, and they review its effectiveness annually. As part of the Senior Leadership Team's reporting schedule to governors, governors are notified of any incidents of bullying. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

This policy will be reviewed in accordance with the school's review cycle, or earlier if necessary.

### Useful links and supporting organisations

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

### Cyberbullying

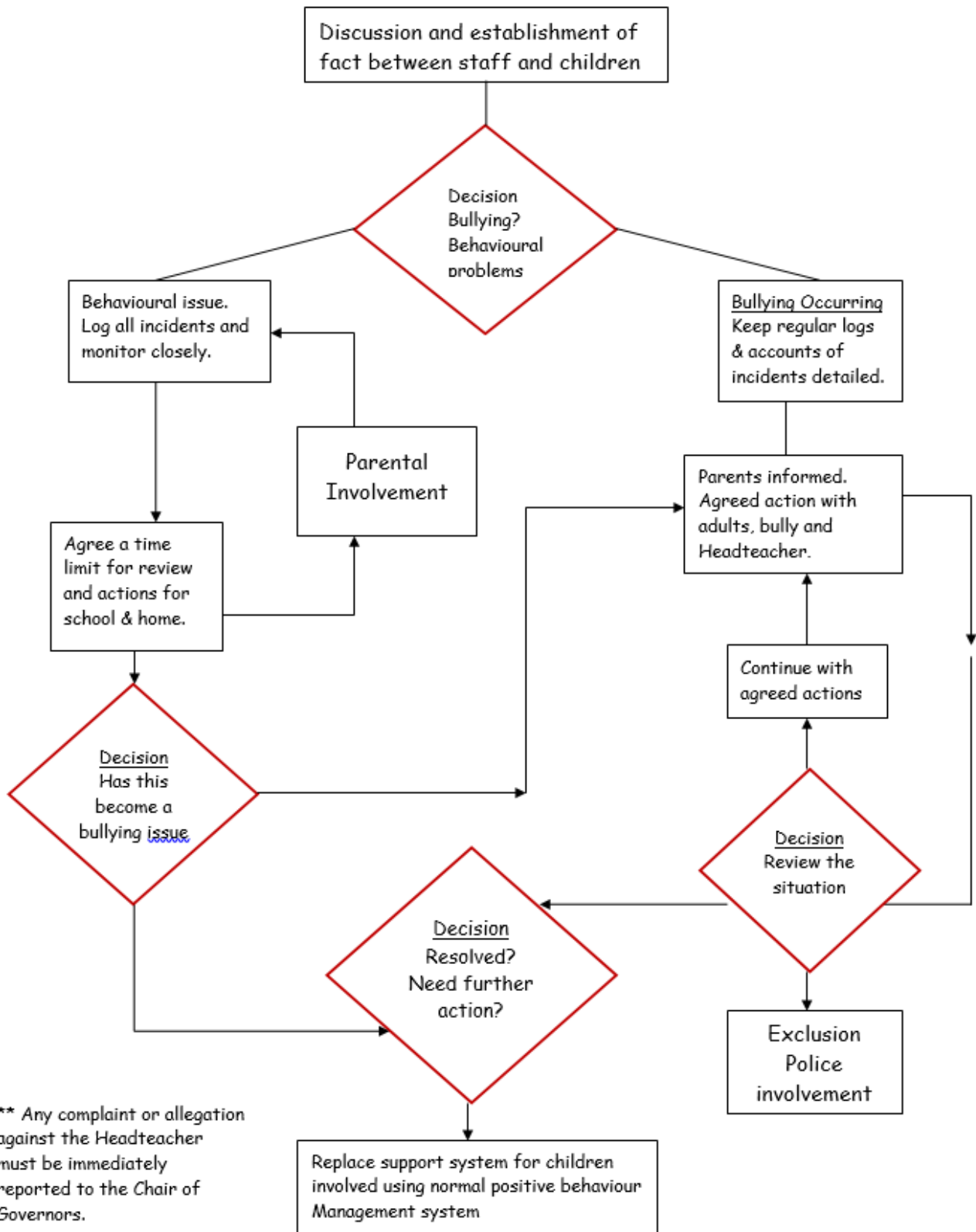
- Childnet: [www.childnet.com](http://www.childnet.com)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)
- The UK Council for Internet Safety (UKCIS):  
[www.gov.uk/government/organisations/uk-council-for-internet-safety](http://www.gov.uk/government/organisations/uk-council-for-internet-safety)
- DfE 'Cyberbullying: advice for headteachers and school staff':  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)



- DfE 'Advice for parents and carers on cyberbullying':  
[www.gov.uk/government/publications/preventing-and-tackling-bullying](http://www.gov.uk/government/publications/preventing-and-tackling-bullying)

APPENDIX A

WHEN BULLYING IS REPORTED



\*\* Any complaint or allegation against the Headteacher must be immediately reported to the Chair of Governors.