

**ST OSWALD'S CATHOLIC PRIMARY SCHOOL
ANTI-BULLYING POLICY**

MISSION STATEMENT

**With Christ at the centre of our community,
our mission is to live, love and learn as Jesus taught us.**



Aims:

To share our Catholic faith and show by the way we treat others that we are followers of Jesus.

To create a happy, secure and caring environment.

To place Religious Education at the heart of our curriculum.

To support the faith development of everyone in our school community.

To welcome parents and the community into school and continue to build upon the strong links between home, school and parish.

To show our appreciation of the beliefs and values of other cultures.

To help everyone achieve the very best they can.

To encourage all children to participate in the life of the school to the best of their abilities.

Introduction

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim/s.

Statement of Intent

At St Oswald's Catholic Primary School, we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously and understand the effect it can have on victims and perpetrators. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

At St Oswald's Catholic Primary School, we acknowledge that bullying can happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to feel that they can report it and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell an adult in school.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an Anti-Bullying Policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, The Children Act 2004 and the Equality Act 2010
- All governors, teaching and support staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and support staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (e.g staff training, celebration assemblies etc) and proactive teaching strategies (Personal, Health & Social Education lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- Our positive, caring ethos will continue to create a school environment where everyone can learn, play and express themselves, free from the fear of being bullied.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name-calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground or online. Bullying may also happen on the way to and from school. In such cases, the Headteacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy. (See also Behaviour Policy). At St Oswald's Catholic Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises.

The following steps may be taken:

- Talk to the local Community Police Officer about any problems locally.
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Map out safe routes to school for children if necessary.
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises

Signs and Symptoms

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

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in school work
- comes home with clothes torn or books damaged
- has possessions that go "missing"
- asks for money or starts stealing money eg. (to pay the bully)
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Definition of bullying online

Bullying online is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook and X to harass, threaten, embarrass, intimidate or target a child. Unlike physical bullying, online bullying can often be difficult to track as the on-line bully (the person responsible for the acts of online bullying) can remain anonymous when threatening others online, encouraging them to behave more aggressively than they might face-to-face.

What can children do if they are being bullied?

- Tell someone that they can trust – it can be a teacher, a teaching assistant, a member of the lunchtime team, a parent, a friend, or a relative. Generally, it is best to tell an adult they trust straight away. They will get immediate support.
- Tell themselves that they do not deserve to be bullied and that it is wrong.
 - Try not to show the bully that they are upset. It is hard, but a bully thrives on someone's fear. Stay with a group of friends/people. Bullies usually pick on individuals.

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

- Take action! Watching and doing nothing looks as if they are on the side of the bully.
- If they feel they cannot get involved, they should tell an adult immediately. Teachers will deal with the bully without getting them into trouble.
- Do not be, or pretend to be, friends with a bully.

Strategies for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. If bullying is suspected/reported:

- The Headteacher will be informed.
- A member of staff will be nominated to carry out an initial investigation.
- The member of staff will talk to and listen to the suspected victim, and any witnesses, making sure that the children feel safe to talk.
- The member of staff will talk to the bully about what has happened, to discover why they became involved. They will make it clear that bullying is not tolerated at St Oswald's Catholic Primary School.
- The problem will be identified and possible solutions agreed.
- Sanctions from the behaviour policy will be applied.
- Parents will be informed on all matters identified as bullying.
- If the situation is not resolved, then the Headteacher and the Special Educational Needs Coordinator (SENCo) where relevant, will intervene and a behaviour plan may be written.
- All incidents of bullying will be recorded as such in the School Incident Log.

Action to be taken to support the victim:

- Environmental changes will be made if necessary – classroom, playground to ensure that child feels more secure.
- Staff must communicate with other staff and record, where relevant, any incidents or concerns in the class Behaviour Log.
- The situation will continue to be monitored by all staff to ensure no repetition. Children will be observed at break times, lunchtimes and in the classroom. Any follow-up findings must be reported to the Headteacher.
- The child will nominate an adult in school whom they trust and feel they can talk to.
- The child will be made aware of the importance of immediate reporting of any further incidents.
- Parents will be invited into school so that action taken can be shared.
- The SENCo and the class teacher will work together to assess whether the child needs support in the development of social skills – assertiveness, language skills.

Action to be taken to support the bully:

- Type and method of support will depend on individual needs, age and maturity of the child.
- It may be suggested that the children involved meet with the support of their class teachers.
- It will be made clear to the child that their behaviour is unacceptable because of the effect that it is having on the other child.
- The child may be asked what they hoped to gain by their behaviour – if their answer indicates that a need is not being met, then this will be addressed through discussion with parents.
- The child will be reminded that they are responsible for their behaviour and there are consequences for poor behaviour.
- Sanctions for behaviour may include the removal of breaks, lunchtimes – parents will be informed which sanctions will be used.
- Following the implementation of a behaviour plan, if the behaviour persists, then outside agency support may be requested to address the needs of the child, with the permission of parents.

Role of Parents

- Parents have an important part to play in our Anti Bullying Policy. We ask parents to:
 - Look out for unusual behaviour in your 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 your child's education. Enquire how their day has gone in a positive way e.g tell me 3 great things from today ...
- Monitor who your child is interacting with while online
- If you feel your child may be a victim of bullying behaviour, please inform school. Your concern will be taken seriously and appropriate action will follow.
 - If you feel your child has been bullied by another child, please do not approach that child or the child's parent on the playground, please inform school immediately.
 - It is important that you advise your child not to fight back. It can make matters much worse!
 - Tell your child that it is not their fault that they are being bullied.

Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

Anti-Bullying Code

A school Anti-Bullying Code is in use, giving clear advice to children on what to do if they are a witness or a victim of bullying.

If you see someone being bullied:

DO NOT rush over and take the bully on;
DO let a teacher or other staff member know;
DO try to be a friend to the person being bullied;
DO NOT be made to join in;
DO try to help the bully stop bullying.

If you are a victim of bullying:

TELL a teacher or another adult in school;
TELL your family;
TELL a friend if you are scared to tell someone by yourself;
TELL people until someone listens;
DON'T blame yourself for what has happened.

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at St Oswald's Catholic Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences will take place and appropriate sanctions applied (see next section).
10. If possible, the pupils will be reconciled.
11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
12. In cases of serious bullying, the incidents will be recorded by staff and kept in a file in the Headteacher office.
13. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. If necessary and appropriate, Social Services or police will be consulted.

The following sanctions may be used:

The children have also discussed this question in their classes and some of the sanctions they suggested are included in the list below:

- Apologise to the victim(s) verbally or in writing
- Lose privileges e.g class jobs
- Lose playtimes (stay with class teacher)
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Be removed from class and work in isolation
- Report to the Headteacher
- Be withdrawn from participation in school visit, clubs and events.
- Fixed term exclusion

- Permanent exclusion

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- Each class agreeing on their own set of class rules
- Making national anti-bullying week a high profile event each year
- Awareness raising through anti-bullying assemblies, emphasising good friendships
- PHSE (Personal, Health & Social Education) work from Reception to Year 6
- Circle time on bullying issues with the emphasis on being a good friend
- Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties
- Children writing stories and poems and drawing pictures about friendship, kindness etc
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Making playtimes active
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Regular review of the Anti- Bullying Policy and Behaviour Policy.

Sources of further information, support and help:

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Respectme.org.uk

Anti-bully www.antibully.org.uk

Anti-Bullying Alliance (ABA) 0207 843 1901 www.anti-bullyingalliance.org.uk

Beatbullying 0845 338 5060 www.beatbullying.org.uk

Bully Free Zone 01204 454 958 www.bullyfreezone.co.uk

Bullying Online 020 7378 1446 www.bullying.co.uk
BBC www.bbc.co.uk

Childline 0800 1111 www.childline.org.uk

NSPCC 0207 825 2500 www.nspcc.org.uk

Parentline Plus 0808 800 2222 www.parentlineplus.org.uk

The Children's Legal Centre 0800 783 2187 www.childrenslegalcentre.com

The Office of the Children's Commissioner 0844 800 9113 [ww.childrenscommissioner.org.uk](http://www.childrenscommissioner.org.uk)

UK Government Website www.direct.gov.uk