



HOLY TRINITY CATHOLIC PRIMARY SCHOOL

Anti-Bullying Policy

Revised: October 2022 **Date of next review:** To be reviewed annually

Signed: M. Walwyn **Role:** Chair of Governing Body

Adopted by the Governing Body: October 2022

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

What is Bullying?

- Bullying behaviour deliberately causes hurt (either physically or emotionally).
- Bullying behaviour is usually repetitive (though one-off incidents, such as the posting of an image or sending of a text that is passed around a group, can quickly spiral into bullying behaviour).
- Bullying behaviour involves an imbalance of power (the person or people on the receiving end feel like they can't defend themselves).
- Bullying behaviour is not teasing between friends without intention to cause hurt.
- Bullying behaviour is not falling out between friends after a quarrel or disagreement (though in some cases this can lead to bullying).

Different types of bullying - There are a number of ways to bully another person, causing physical and emotional hurt. We know that some of the most common methods include verbal comments and name calling, sending or posting of messages and images online or through mobile phones, and causing social isolation. Bullying can also be physical - such as hitting, kicking and shoving, slapping and other forms of non-consensual touch. Other areas could include stealing someone's possessions and extortion.

Emerging types of bullying - Developments in technology have provided new opportunities for inter-relational conflict and harassment, commonly called cyber bullying. Cyber bullying as with any form of bullying, is driven by the desire to cause hurt. Cyber bullying can include sending or posting harmful messages, comments and images online or through mobile phones; excluding others from social networking; and impersonating other people in order to cause harm.

Bullies and the bullied - It is not always easy to identify those who bully and those who are bullied. These are not personality types – no one is born a bully or a victim of bullying – this is about behaviour and inter-relational conflict. Bullying can be overt and detectable – such as a physical assault, or it can be subtle and more difficult to spot – such as the spreading of rumours or deliberate social exclusion. There are children who both bully and are bullied by others. Bullying behaviour can be fuelled by the activities of a wider peer group. It can be particularly difficult for school staff to determine what has

happened in cases of bullying involving large numbers of children – particularly if they have previously appeared to be friends.

Teaching, Learning and Prevention

- Through various topics from Nursery to Year 6 via P.H.S.E., English, P.E etc.
- Through various topics from Nursery to Year 6 via 'Come and See' Religious Education Scheme.
- Through themed weeks eg Anti-Bullying week.
- Positive play times / Lunch times. (Behaviour Policy / After School clubs) – use of playground buddies and leaders.
- Circle Time.
- School Council and Pupil Voice
- Visiting Theatre Companies who perform plays relating to Respect, Friendship and British Values.
- Assemblies
- Consistently giving the message that bullying is not acceptable and what to do if you witness bullying; are bullying or are being bullied.
- Throughout the curriculum there are opportunities which arise naturally regarding behaviour and bullying. These are grasped and used, e.g. A story, a painting, Drama, Sport etc.

Procedure:

If a parent, child or member of staff suspects bullying of any kind, the following procedure will be followed.

- Headteacher will alert all staff both teaching and non-teaching at briefing meeting. All staff will then watch children involved, and report any information.
- Headteacher / Assistant Headteachers will speak to child who is being bullied and offer instant support – For example;
 - a) An adult to turn to at any time. (Learning Mentor).
 - b) Regular discussions with class teacher and H.T. and or Assist H.T. (Daily or weekly)
 - c) Older pupil (if applicable) to act as peer support.
 - d) Thumbs up/down code
 - e) Feelings record.
- Headteacher / Assistant Headteachers will speak to child accused of bullying and consequence will be implemented e.g. Loss of playtimes, apology to child bullied, promise made to stop, contact with parents. Following this, the child will work alongside positive role models with a responsibility of the health and safety of others. Eg Infant playground, assisting the Welfare staff.
- Depending on outcome, SLT will then;
 - a) Continue to monitor behaviour which has hopefully become positive and the child bullying is truly sorry.
 - b) Contact the child's parents to inform them of the bullying behaviour and set up a plan of action together.

- c) Prepare target sheet given to child if applicable.
- d) Regular discussions with class teacher.
- Parents/carers of child who has been bullied will be informed throughout via letter, telephone or meetings. At all times parents will be reassured and supported. We would want the parents to know that they can come to school at any time and feel confident that their child is being helped. Open dialogue will take place about actions.
- If bullying stops, continued monitoring will take place. If bullying continues, further action will be taken, which may result in an exclusion from school and/or contact with other agencies. e.g. Social Care, Police.
- All incidents of bullying will be recorded, dated and actions taken. If you are worried that your child is being bullied please contact school and arrange an appointment to see Mrs Raley-Williams (Headteacher), Mr Hughes (Assistant Headteacher) and/or Mrs O'Neill (Assistant Headteacher).

Bullying which occurs outside school premises:

- School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.
- Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.
- While school staff members have the power to discipline pupils for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.

Roles and Responsibilities:

The role of governors

- The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

- The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the Headteacher

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- The Headteacher keeps an anti-bullying log where all incidents of bullying that occur (inside school, outside lesson time, either near the school or on the children's way home or to school) are recorded.
- If a child is repeatedly involved in bullying other children, the Headteacher will then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services.

The role of the teacher

- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied, then, after consultation with the Headteacher, the teacher and/or Headteacher informs the child's parents.
- If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying from the Learning Mentor, and sanctions for the child who has carried out the bullying.
- We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher who will then invite the child's parents into the school to discuss the situation.

- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and behaviour management policy, to actively encourage their child to be a positive member of the school.

Monitoring and review

This policy is monitored by the Headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying log, and through discussion with the Headteacher.