



## Anti-Bullying Policy

**“An inspired learning community with Jesus Christ at our centre”**

***It is our aim that, through the power of the Holy Spirit:***

- Each individual is valued, loved, welcomed and accepted as a precious creation of God.
- We are a community where ‘God is love’ is revealed in the witness of everyday life.
- A love of learning is inspired and the wide range of God-given gifts and talents of each child is celebrated and fulfilled.
- We provide the highest possible quality of education within a learning environment where children are both challenged and supported.

### **Our Ethos**

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school.

This means that anyone who knows that bullying is happening is expected to tell the staff.

Bullying is a key aspect of safeguarding children. It is high priority at St Ignatius Catholic Primary School.

### **What is Bullying?**

Bullying is the use behaviour with the intention of hurting another person, or group of people, physically or emotionally. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional, being unfriendly, excluding, tormenting (e.g. Hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality

- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber , all areas of internet, such as email & internet chat room misuse
- Mobile threats by text messaging & calls
- Misuse of associated technology, i.e. camera & video facilities

We define bullying using the word '**STOP**': Several Times On Purpose.

Where any of the above happens as a single, isolated incident it will be dealt with in line with our behaviour policy.

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Signs and Symptoms**

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

- Is frightened of walking to or from school
- Doesn't want to go on the school/ public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- 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 do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or “go missing”
- Asks for money or starts stealing money (to pay bully)
- Has unexplained cuts or bruises
- Comes home starving (lunch been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what’s wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Procedure**

Report incidents of bullying to staff.

1. Staff follow the bullying procedure outlined in appendix 1.
2. Should the incident be deemed to be bullying it should be reported to a member of the Senior Leadership Team who will work with the support of the child’s class teacher in following through the bullying procedure.
3. If the incident is deemed to be bullying then a record of the actions taken by staff and the response of the bully/victim and families should be kept.
4. The Senior Leadership Team should be made aware of all behaviour considered to be bullying.
5. The Head teacher will report all incidents of bullying to the Governing Body (as a statistic, not in detail unless the Governors become involved)

### **Outcomes**

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered.
- 3) If possible the pupils will be reconciled.
- 4) After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 5) Parents/Carers will be kept informed at all stages of investigation.

**Make it clear that the behaviour is absolutely unacceptable to everyone, staff, parents and children. Remember, it is the behaviour which is unacceptable not the child.**

### **Prevention**

We will use a range of methods for helping children to prevent bullying. As and when appropriate, these may include:

- Writing a set of school rules.
- Use of weekly Circle Time sessions
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Role-playing activities
- Having discussions about bullying and why it matters
- School SANGAM and class assemblies/ work
- Use of Catholic Care to provide counselling

### **Staff Training**

All staff will be made aware of this policy and procedures when they are appointed to the post. We want staff to feel confident in ensuring that they tackle bullying effectively. We are therefore committed to ensuring that we regularly discuss behaviour and bullying in our staff meetings. We will also provide appropriate training for staff to ensure that our practice develops in line with best practice.

### **Monitoring and Evaluation**

Any incident of bullying will always enable us to review our policy. Where our practice needs to change we will ensure that our policy is adapted and that all staff are made aware of such changes. In this way, active use of the policy will enable effective evaluation of our procedures. All incidents of bullying will be monitored by the Headteacher and will be reported on a termly basis to the Governing Body.

Our policy will be formally reviewed every three years unless new guidance is given.

### **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE): 0808 800 5793

Children's legal Centre: 0845 343 4345

KIDSCAPE Parents Helpline: (Mon-Fri, 10-4) 08451 205 204

Parentline Plus: 0808 800 2222

Youth Access: 020 8772 9900  
Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)  
Childline: 0800 11 11

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