

*St. Mark's Catholic
Primary School*



*ANTI BULLYING
POLICY*

Proudly and Joyfully

We love, Live and Learn as God's Children

ANTI BULLYING POLICY

Rationale:

Bullying affects society at all levels and is evident in all areas.

‘Bullying is abuse over time which causes only distress in the victim and gives gratification and power to the bully.’ (Definition agreed by CaB Campaign against Bullying.)

The abuse of power is at the heart of bullying behaviour. Children have a right to be safe and happy within the school environment. They have a right not to be bullied or abused in any way. Nobody has the right to bully.

The following are examples of bullying based on CaB Information 1993. We recognise these behaviours as unacceptable.

1. Physical Abuse:

- a) Pushing and bumping, either obviously on purpose or seemingly accidentally.
- b) Grabbing of victim or victim’s possessions.
- c) Stealing and/or destruction of victim’s possessions
- d) Kicking and punching
- e) Knocking down onto the ground
- f) Throwing stones, sticks, etc at victim
- g) Hitting with weapon e.g. stick

2. Mental Cruelty:

- a) Jeering. Mocking, name calling
- b) Tale telling, that is true but unnecessary
- c) Tale-telling, that is false i.e. lies
- d) Sowing seeds of doubts as to whether victim is loved by parents/friends
- e) Sowing seeds of doubt as to victim’s family security e.g. social services will come and take you away
- f) Sending to Coventry
- g) Saying things like ‘I won’t be your friend’
‘No you can’t play with us’
i.e. making the victim feel a friendless outcast

3. Character Attacks:

Spoiling the character of a victim and breaking relationships with loved ones, especially parents. For example:

‘If you want to play with us and be our friend you must join “our gang”. To join “our gang” you must e.g.

- a) Buy something you've been forbidden to buy e.g. sweets, matches
- b) Steal from parents and buy for the group/give money to gang
- c) Lie to parents – deceive in any way
- d) Disobey parents

Aims:

- For the children to feel safe and happy
- To prevent bullying by raising children's awareness of unacceptable behaviours
- To prevent bullying by using positive techniques to raise self-esteem e.g. building on child's own achievement, developing group co-operation skills by talking in turns to be leaders/members of team.
- To deal with bullying if it occurs, however trivial it may seem.
- Where bullying does occur to involve parents of "bully" and "victim"

Organisation:

Raising awareness through the curriculum

This is delivered through the Anti-Bullying Programme and our SEAL work (Social Emotional Aspects of Learning) so that the children may:

- Feel communication about bullying experiences is open
- Become aware of strategies to prevent themselves being bullied
- Become aware of their responsibility should they come across bullying situation

(There is no such thing as an innocent bystander, witnesses should stop abuse or get help to have it stopped.)

Supervision of key areas of the school environment

All staff, including lunchtime supervisors, are made aware of the need to keep a close eye on the following: -

- Toilets/cloakrooms
- Areas in playgrounds
- Groups of children "hanging around" together with no obvious game focus
- Escort partnership when using toilets, taking packed lunches, registers, etc.

How is bullying dealt with?

1. If child victim reports bullying to non-teaching staff
 - Staff member will reassure child but refer incident to Class Teacher/ Deputy Head / Headteacher
2. If child victim reports bullying to teacher
 - Teacher will reassure child, listen to child and report incident. If it is appropriate the teacher will speak with the bully. The teacher will monitor the situation.

3. If child victim reports bullying to Head/Deputy or if it referred

- Head/Deputy will reassure the child, listen and record incident.
- Head/Deputy will speak with the bully, listen and record interview
- Head/Deputy will then speak with any witnesses or other names children/staff
- Head/Deputy will contact/meet with the parents of bully and victim and inform them of the situation and the disciplinary action*/support which will be given
- Head/Deputy will continue to monitor the situation
- The extent of the disciplinary action taken following an incident of bullying depends upon the nature and context of the incident. Each incident is unique to the individuals involved. The disciplinary action however will follow the disciplinary procedures laid down by the Governing Body

4. If parents of victim report their concerns to the school.

- Head/Deputy will see the parents and child and record the concerns.

If specific child/children and incidents are mentioned by the parents or victim these will be investigated by the Head/Deputy.

If no specific incidents have been mentioned, but instead a general concern about the child's behaviour (e.g. reluctance to come to school) has been noted then a monitoring programme will be put in place whereby the staff, including lunchtime supervisors, will be asked to "keep a special eye" on the said child and report and report any concerns immediately to the Head/Deputy for further investigation.

- Following investigation if suspected bullying behaviour is substantiated the parents of the bully and those of the victim will be contacted / seen separately by the Head/Deputy to discuss the matter and to be informed of any necessary disciplinary action which is to be taken.

5. If a third party reports concerns to the school. E.g. 'wrap around care', parents of a child other than the victim.

- Head/Deputy will record concerns
- Procedures will follow as for 4

Monitoring and Evaluation

The effectiveness of our Anti-Bullying Policy will be monitored by the Head and Deputy in relation to the incidents dealt with and the success of the outcomes.

All records on bullying incidents are kept in a separate file stored in the Deputy Head's office, with access via the Head and Deputy only. Records will only be referred to where a pattern of persistent bullying emerges. Where a child has previously demonstrated bullying behaviour but has not rectified this no further mention will be made of this behaviour.

The overall success of our Anti-Bullying Policy will be evaluated by the staff through informal feedback from children, parents and the wider school community.

Reviewed: June 2017

Next review: June 2018