

HOLY ROSARY CATHOLIC PRIMARY SCHOOL

*“Together as a family, we love, learn and grow
in the presence of God”*



ANTI-BULLYING POLICY

INTRODUCTION

“Bullying is the abuse of power by a person who is somehow stronger, resulting in some distress, harm or neglect or necessary attention for another”. (Eve Brock 1992).

In every case there is an imbalance and abuse of power: the stronger (not necessarily the older or bigger) inflicting an abuse of his or her power on someone else who is somehow weaker.

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school.

- In this school we will not tolerate behaviour of any kind that makes another person feel distressed.
- We have a responsibility to create a secure, caring and safe environment for pupils in our care.
- We feel that bullying is best prevented by a clearly defined whole school policy supported by all members of the school community.
- We aim to ensure that all pupils, parents and other involved adults are aware that appropriate action will be taken.
- We aim to ensure that the appropriate support and counselling will be available in school.

WHAT IS BULLYING?

Bullying can occur through several types of anti-social behaviour. It can be:-

Physical:

A child can be physically punched, kicked, hit, spat at etc.

Verbal:

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality etc.

Exclusion:

A child can be bullied simply by being excluded from discussion/activities, with those they believe to be their friends.

Cyberbullying:

Cyberbullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him

or herself.

Damage to Property or Theft:

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand-over property to them.

GUIDELINES FOR STAFF

- 1 Policy implementation involves all teaching and support staff.
- 2 Watch for signs of distress in pupils.
- 3 Always listen, take seriously and ACT upon all information you receive.
- 4 Initially, establish the facts.
- 5 Inform Headteacher, Deputy Headteacher, Assistant Headteacher (as appropriate) - so that a joint decision can be taken on how to proceed.
- 6 The person assuming responsibility (as above) should then take the following steps in recording the incident:-
 - a Written records, dated and signed from all parties present.
 - b Members of staff should record their own discussions with all parties.
- 7 Staff involved should decide what action is to be taken and what support is needed.
- 8
 - a Inform parents of the victim(s) so that they may be involved in supporting them.
 - b Inform parents of bullies of the unacceptable nature of the behaviour and the consequences of any repetition. This may involve being kept in at break times and parents being requested to take their child home at lunchtime.

In extreme cases the governors would become involved and a decision may be made to exclude the child from the school.

WHOLE SCHOOL STRATEGIES

- 1 The school policy should be clear and well understood by all (pupils, parents, governors, staff).
- 2 Organise the school community in order to minimise opportunities for bullying, eg ban mobile phones from school property (re cyberbullying), provide increased supervision at problem times and in problem places, eg cloakrooms, toilets, Junior playground 'blind' spots, use of peer mediators
- 3 Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, eg Assemblies, RE, the PSHE programme, drama, Anti-Bullying week.
- 4 Deal quickly, firmly and fairly with any complaints, involving parents, where necessary.

- 5 Review the school policy and its degree of success.
- 6 The school staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- 7 Not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex etc.
- 8 Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- 9 Encourage pupils to treat everyone with respect.
- 10 We will treat bullying as a serious offence and take every possible action to eradicate it from our school.
- 11 Emphasize the responsibility of ALL to ensure the safety and well being of every member of the school family.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken.

Help, support and counselling will be given as is appropriate to both the victims and the bullies.

We support the **victims** in the following ways:-

- a by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose
- b taking it seriously and dealing with it promptly
- c informing the victims' parents/guardians
- d by offering continuing support when they feel they need it
- e arrange for them to be escorted to and from the school premises
- f by taking one or more of the seven disciplinary steps described below to prevent more bullying

We also discipline, yet try to help the **bullies** in the following ways:-

- a by talking about what happened, to discover why they became involved
- b if a group is involved, interviewing them separately to find the leader
- c informing the bullies' parents/guardians
- d by continuing to work with the bullies in order to address prejudiced attitudes as

far as possible

e involving the bully in making some reparation

f refusing to accept excuses, eg a joke, a game, an accident

g bring the bully and the victim together to emphasise the distress if it is felt that this is appropriate

h the bully must know that the incident has been reported and recorded and action will be taken if there is any recurrence

i by taking one or more of the seven disciplinary steps described below to prevent more bullying

DISCIPLINARY STEPS

1 They will be warned officially to stop offending.

2 Informing the bully's parents/guardians.

3 Move to Consequence 5 of the Behaviour and Discipline Policy.

Further information can be found on the DfES bullying website www.dfes.gov.uk/bullying.

May 2018
(due to be reviewed in May 2021)