



# St Paul's Catholic Primary School

## **ANTI-BULLYING POLICY**



St. Paul's Catholic Primary School provides an education that realises the full potential and talents of each individual in accordance with Gospel values and the teaching of our faith. Thereby.....

*'Raising God's children to distinction'.*

## **1 Introduction**

At St Paul's Catholic Primary we aim to create a learning environment where all members of our community feel secure, valued and able to learn. Hence Bullying is unacceptable in any form within our school community. By involving our pupils and staff we have agreed the following definition of the term "Bullying":

"Bullying is ongoing action (physical and/or verbal) taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally."

This policy is written in conjunction with the DfE document, Preventing and Tackling Bullying.

## **2 Aims and objectives**

2.1 Bullying is wrong and damages individuals and children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable and where our children will speak out against bullying now and in the future.

2.2 We aim, as a school, to produce a safe and secure environment where all can learn and develop personally, socially, spiritually and academically without anxiety.

2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur. It includes all forms of bullying including racist, gender, homophobic transphobic and cyber-bullying.

2.4 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.

## **3 The role of governors**

3.1 The governing body supports the head teacher 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.



3.2 The governing body monitors the incidents of bullying that occur through termly reports to the Full Governing Body. The governors require the head teacher 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.

3.3 The governing body will respond within ten days to any request from a parent or other person to investigate incidents of bullying. In all cases, the governing body notifies the head teacher and asks him/her to conduct an investigation into the case and to report back to the safeguarding governor.

3.4 Should an allegation of bullying be made against the Head Teacher, the Chair of Governors will conduct an investigation into the case, appointing a panel if appropriate.

## **4 The role of the head teacher**

4.1 It is the responsibility of the head teacher 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 head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

4.2 The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the head teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong.

4.3 The head teacher ensures that all staff receive sufficient guidelines to be equipped to deal with all incidents of bullying.

4.4 The head teacher 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.

## **5 The role of School Staff**

5.1 Teachers and Support Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Where appropriate they keep their own records of all incidents that happen in their class and/or that they are aware of in the school.

5.2 If any adult witnesses an act of bullying, they will do all they can to support the child who is being bullied and report the incident to the class teacher. If a child is being or has been bullied, then, after consultation with the teacher, the head teacher will inform the child's parents.

5.3 If a parent reports an act of bullying that has not been witnessed or evidenced in school, every effort shall be made to investigate the allegation by talking to all parties. All staff,



including support and lunchtime staff will be made aware of the situation so that they can be extra vigilant.

- 5.4 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 a programme of support for the victim of the bullying, and punishment along with a support programme of change for the child who has carried out the bullying.
- 5.5 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 head teacher and the SEND Co-ordinator. We then invite the child's parents into the school to discuss the situation. Records of the incident(s) are kept in the Headteacher's office so that a pattern can be monitored.

In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies such as Social Services via the Access and Response Team or the Behaviour Support team for further advice.

- 5.6 Where appropriate teachers attend training sessions, which enable them to become equipped to deal with incidents of bullying. This training will be shared with other staff through feedback during staff meetings.
- 5.7 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.

## **6 The role of parents**

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

## **7 Monitoring and review**

- 7.1 This policy is monitored on a day-to-day basis by the head teacher, who reports to governors about the effectiveness of the policy on request.
- 7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's records on bullying and by discussion with the head teacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.



Signed:

Head Teacher

Chair of Governors

Date: 23th Feb 2017

Review Date: Spring 2019