

# St. Gregory's RC Primary School

## Anti Bullying Policy



We give thanks to God, work together and always try our best

At St. Gregory's we endeavour to create a safe and stimulating environment where everyone knows they are valued. A person has the right to be treated with respect and has the responsibility to treat others in the same way. Children are often given confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken.

### Aims and objectives

- To promote a secure and happy environment free from threat or harassment
- To create a school ethos in which bullying is regarded as unacceptable.
- To produce a consistent school response to any bullying incidents that may occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps maintain a bullying-free environment.

### What is bullying?

Bullying is a conscious and wilful repetitive act of aggression and/or manipulation by one or more people against another person or people. It is also an abuse of power by those carrying out the bullying, which is designed to cause harm. If bullying is allowed it harms the perpetrator, the target and the whole school community and its culture of safety and well being in the school.

### The Nature of Bullying

Bullying is considered to be:

- Deliberately hurtful;
- Repeated often;
- Often difficult for individuals who are being bullied to defend themselves against.

### Bullying can take many forms:

- **Physical** hitting, kicking, taking belongings;
- **Verbal** Name calling, insulting, making offensive remarks;

- **Indirect** Spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours. Pupils may use the tool of cyber bullying (e.g. text messages, emails or using social networking sites like Facebook, Instagram or Twitter).
- People may bully others because of varying perceived differences: sexism, racism, religion or belief, academic ability, homophobia, disability, perceived characteristic (e.g. hair colour or weight) or because of an associate (family or friend)

#### **Persistent bullying can result in:-**

- Depression.
- Low self esteem.
- Shyness.
- Poor school attendance and low academic achievement.
- Isolation.
- Threatened or attempted suicide.

Unchecked bullying also damages the bully, who learns that he/she can get away with violence, aggression and threats and that this sort of behaviour gets them what they want. Although they should be given plenty of encouragement and help to change, bullies must not be allowed to get away with tormenting others.

#### **Procedures to Follow**

We have two aims when reacting to incidents of bullying:

1. To help the child who has been bullied to feel safe.
2. To encourage better behaviour from the child who has displayed bullying behaviours, colluders and bystanders.

As a member of staff:-

- Be watchful and observe the social relationships between pupils in the class
- Investigate the pupils views
- Keep records of any bullying incidents and what was done as a result
- Liaise with other colleagues including Supervisory Assistants in order to monitor any out of class incidents, especially at lunch breaks and play times
- Take all bullying problems seriously by:-
  - a) Obtain witness information.
  - b) Interview bullies and victims separately (keep a written account).
  - c) Report to Headteacher so that an appropriate sanction can be imposed i.e. loss of playtime, supervised tasks given

- d) Provision of mentor support for both bully and victim via class teacher or another staff member, Special Educational Needs and Disability (SEND) co-ordinator along with any relevant outside agencies
- e) The bully gives a written or verbal apology
- f) Parents notified, at the discretion of the Headteacher

### **If Bullying re-occurs**

- a) Involvement of parents
- b) Continued use of sanctions
- c) Continued monitoring of bully and victim
- d) Child to be collected and delivered to and from school

### **If no improvement**

Fixed term exclusion

Ultimate sanction – Permanent exclusion

**The Headteacher takes any report of bullying very seriously and takes personal control of any investigation and progressing solutions.**

### **Whole School Communication**

At St. Gregory's whole school assemblies allows the Headteacher and other members of staff to reinforce the message about bullying i.e. not to suffer in silence but to tell some-one straight away:-

- It could be the member of staff who is responsible for you at the time
- The Class Teacher
- The Headteacher
- Your parents
- A trusted member of school staff

However be honest and ask yourself if your own behaviour has caused others to get angry or upset with you.

Staff realise that it is not always easy for children to tell some-one openly about their fears and especially bullying. So having a "worry box" set up in the middle entrance in which children can post their concerns is very valuable so that problems can be dealt with privately.

## **Bullying after School**

Whilst the school cannot be held responsible for pupils' behaviour outside of school hours, leadership will always endeavour to support and encourage good relationships. In this internet age the opportunities for pupils to liaise regularly on line in the evenings and at weekends has led to an increase in incidents where friendships have been damaged. In these cases disputes and unpleasantness can inevitably be brought into school and therefore must be tackled. The school's message about on-line safety and behaviour is regularly reinforced throughout the year and is recognised and understood throughout the school community.

This policy will be reviewed and updated annually.

Signed: \_\_\_\_\_ (Headteacher)      Date: \_\_\_\_\_

Signed: \_\_\_\_\_ (Chair of Governors)      Date: \_\_\_\_\_