

St Vincent's Catholic Primary School



Anti-Bullying Policy

Approved by:	Governing Body	Date: 7 th October 2019
Last reviewed on:	7 th October 2019	
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We are committed to eliminating discrimination and other conduct that is prohibited by the Equality Act 2010 (see the act for guidance).

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Links with other policies – This policy should be read in conjunction with:

- Child Protection and Safeguarding
- Behaviour
- Staff [behaviour/code of conduct]
- Health and Safety
- Online Safety
- Relationship Sex and Education
- Curriculum
- Safe Use of the Internet
- SEN

Definition

Bullying can be described as a series of premeditated incidents, a deliberate act done to cause distress, solely in order to give a feeling of power, status or other gratification to the bully. The children at St Vincent's have agreed that:

Bullying is when someone purposely and repeatedly hurts, humiliates or isolates someone else.

It can range from ostracising, name calling, text messages, teasing, threats, writing notes, cyber bullying and extortion through to physical assaults on persons and/or their property.

According to Bromley Education Authority's "Guidance on Combating Bullying" the definition of a racist incident is:

"Any incident which is perceived to be racist by the victim or any other person."

Bullying can include:

Physical

Pushing, kicking, hitting, pinching or any use of violence either directed to a person or their belongings.

Verbal

Name-calling, sarcasm, spreading rumours, teasing, threats.

Emotional

Excluding, tormenting, being unfriendly, racial taunts, graffiti, gestures.

Sexual

Unwanted physical contact, abusive comments.

Cyberbullying

When a child, preteen or teen is tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted by another child, preteen or teen using the Internet, interactive and digital technologies or mobile phones.

Peer-on Peer

All of the above.

Racism

Schools are expected to work with the definition of racist incidents as suggested by recommendation 12 of the Macpherson report (Stephen Lawrence Inquiry) February 1999. This states that a racist incident is 'any incident that is perceived to be racist by the victim or any other'. This means that a person observing an incident can perceive it to be racist, even if they are not directly involved. For example, if a teacher overhears a racist joke in the classroom, that teacher can deem that joke to be racist even if the participants do not agree.

Incidents of racism are rare at St Vincent's. Any reported incident will be taken seriously and will be investigated thoroughly. Any incidents of racism will be reported to the Governing Body.

Repeated incidents of racism may lead to fixed term or permanent exclusion and may be reported to the police.

Targets of bullying

Bullying can take place in all relationships: between pupils, between pupils and staff, or between staff. Bullying may be related to race, religion or culture, SEN or disabilities, appearance, health conditions or home circumstances.

Where a bullying incident is deemed a criminal offence, the police may be involved.

At St Vincent's Catholic Primary School, staff, parents and children work together to create a happy, caring, learning environment. Bullying, in whatever form, will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Any claim of bullying will be taken seriously and investigated. Children reporting bullying should expect staff to act quickly, please see Appendix 1 which is the children's version of this policy and advises the child to ask what the adult is going to do and when.

Strategies for Prevention

At St Vincent's each class devises their own rules which include reference to respect for others and their property. The older children (KS2) have devised their own anti-bullying policy which reflects this policy (appendix 1). The children know and understand our anti-bullying policy. Bullying is discussed regularly at assemblies and in PSHE lessons. We focus on anti-bullying strategies during national anti-bullying week each November. The focus for all children is respect for one another. In addition, in KS1 emphasis is placed on being kind to each other and telling an adult if anyone upsets or hurts someone. Racism and cyber bullying are a focus at KS2. All staff promote positive behaviour and staff act as role models. All staff are aware of the vulnerable children in our school and the need to ensure inclusiveness. We have a pupil welfare system to support any and all children who need it. (Please see SEN, Safe Use of the Internet, Equality & Diversity, Child Protection and Behaviour Policies) We employ 7 full-time and 1 part-time lunchtime supervisors, 6 of whom are also teaching assistants. Lunchtime supervisors provide a range of playground activities to make lunchtimes an enjoyable and valuable experience.

In order to identify incidents of bullying and the identities of bullies, at St Vincent's we have agreed the following:

- All staff watch for early signs of distress in pupils.
- Staff will have discussions with their class during the year, to identify what constitutes bullying and what a victim should do.
- All staff listen, believe, act.
- Posters in school dissuading children from bullying.
- The Childline telephone number to be displayed clearly in school.

Reporting Incidents

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people. Children have an opportunity to report an incident confidentially either verbally or in writing (listening ear boxes, listening ear sessions).

Pupils, parents and other school staff are encouraged to report any perceived incidents.

The incident must be reported to the class teacher.

Recording Incidents

Lunchtime incidents will initially be recorded in the midday supervisors' book. If the reported incident is bullying (see definition) the agreed procedure is followed.

The class teacher will investigate and record the details of the reported incident and take action. A copy of the report should then be passed to either Jenny Clark or Jane Roche who coordinate the recording system and analyse any patterns. At the end of each school year the senior managers review the information and decide whether practice and policy need to be changed.

Responding to Incidents

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

- Discussions at length with the victim, this will require patience and understanding. Remember – Listen, believe, act.
- Identify the bully/bullies. Obtain witnesses if possible.
- Discussions with the bully, confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at St Vincent's.
- If they own up, then follow the procedure outlined below.

- If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts.
- Separate discussions with parents of bully and victim.
- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident/s – (see list drawn up by pupils).
- Continue monitoring the situation by observing at playtimes and/or lunchtimes and having discussions with victim to ensure no repetition.
- If the bullying persists, outside agencies may be involved.

Strategies following incidents

At St Vincent's we believe in restorative justice.

All those involved in an incident including the target, those exhibiting bullying behaviour and the bystanders are helped to reflect on and learn from the experience and to develop the personal, emotional and social skills that will better protect them.

Our family worker (Mrs DiTunno) works with children to raise their self esteem and widen their circle of friends.

As the behaviour of the bully (hopefully) improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.

Feedback should be given to the child who reported the bullying as soon as possible.

Roles & Responsibilities

Pupils, parents and other school staff are encouraged to report any perceived incidents of bullying. Governors are responsible for ensuring this policy is acted on, evaluated and reviewed.

The Deputy Head teacher and Head teacher are responsible for coordinating the recording system and analysing any patterns. At the end of each school year the senior managers review the information and decide whether practice and policy need to be changed. The Headteacher reports any bullying incidents in the termly report to governors. This policy is reviewed by governors each year.

Appendix 1 (updated by the children Nov 2018)

What is it?

Bullying is when someone purposely **and** repeatedly hurts, humiliates or isolates someone else.

Target:

- Tell them to stop and then tell someone
- Shrug it off, try not to react and then tell someone
- Walk away and then tell someone
- Use the 'Listening Ear Box' in your classroom
- Tell someone and ask them what they are going to do and when
- Silence is a bully's best friend – you can tell another pupil, a teacher, teaching assistant, your parent, the Headteacher or someone else that you know and trust

Bystander:

- Tell them to stop and then tell someone immediately
- Walk away and then tell someone immediately

- Use the 'Listening Ear Box' in your classroom
- Tell someone and ask them what they are going to do and when
- If you don't tell, you are as bad as the bully – don't exaggerate
- Silence is a bully's best friend - you can tell another pupil, a teacher, teaching assistant, your parent, the Headteacher or someone else that you know and trust

The junior children at St Vincent's have signed the following oath:

- I will not bully others
 - I will not stand by while others are bullied
 - I will report bullying whenever I see it...
- ...because I can stop bullying from happening

We have agreed that the adult should investigate what happened and listen to what everyone has to say without talking over each other.

If someone has been bullying then our children have suggested the following punishments:

- Missing playtimes – doing work instead of playing
- Extra homework
- Write how you should take control of your actions and how you made the other person feel
- Miss out on favourite activities
- Send child to another class
- Ban from football and/or trim trail or using the field
- Letter home or phone call home