



*"Excellence Together with Christ at the Centre."*

## **Anti-Bullying Policy**

**November 2022**

### **1. Definition of Bullying**

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

'Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally' (Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education)

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can include but is not limited to:

- Physical contact such as pushing, kicking, hitting, pinching etc.
- Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule and/or humiliation
- The continual ignoring or exclusion of individuals
- Racial taunts or continual negative comments regarding race and/or ethnicity (culture, language, religion, customs etc.)
- Graffiti, gestures, sexual or derogatory comments and/or suggestions
- Unwanted physical contact.

We are aware that children from ethnic minorities, disabled children and those with learning difficulties are more vulnerable to bullying and may well be targeted. We are also aware that some of these forms of bullying may take place online, through social media or outside of the school. This policy should still be applied to dealing with such incidents.

### **2. Aims of the Anti-Bullying Policy**

The aims of our anti-bullying policy are as follows:

- To create an ethos in which attending our school is a positive experience for all members of our community
- To make it clear that all forms of bullying are unacceptable at our school.
- To enable everyone to feel safe while at St. Anne's and Guardian Angels RC Primary School.
- To encourage pupils to report incidents of bullying, including cyber bullying.

- To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of our community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

### **3. Our Approaches to Dealing with Bullying**

We believe that everyone involved in the life of St Anne's and Guardian Angels RC Primary School must take responsibility for promoting a common anti-bullying approach.

We agree to:

- tell
- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be fully involved in the development of the anti-bullying policy
- support anti-bullying practice
- support each other in the implementation of this policy

### **4. Responding to Bullying:**

Whenever a bullying incident is reported, we will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

Before progressing, it may be useful for parents/carers/staff to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play, which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure your child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in your child's behaviour?

**Although incidents may not be considered bullying (as defined in point 1 of this policy), they should always be followed up thoroughly in the school and dealt with appropriately. In these situations our Behaviour Policy should be referred to for more guidance.**

When a bullying incident has come to the attention of St. Anne's and Guardian Angels RC Primary School, it will always be taken seriously, investigated and actioned. However, we cannot report to the parent/carer of any child except their own.

### **5. Reporting Incidents of Bullying: Advice for Parents/Carers**

There are several methods for reporting suspected bullying incidents:

- Please make a report in person to the class teacher in the first instance
- If the incident is not resolved please contact the school office by phone 0207 247 6327 or email [office@stannesgaprimary.com](mailto:office@stannesgaprimary.com) to make an appointment with the Deputy Head or the Head teacher
- Write a letter FAO of Head teacher or Deputy head

### **6.1. Investigating Allegations of Bullying**

When parents have raised a concern about a potential bullying issue, it is important that they be assured that action will be taken. Our response will be as follows:

- The Head teacher or Deputy Head will contact the parent to respond to the concern within two school days.
- The Head teacher or Deputy Head will talk to all parties concerned to establish what has happened and if the incident is considered bullying.
- The Head teacher or Deputy Head will talk to the parents of the victim and the parents of the bully (this would usually be done separately) within 5 working days.

#### **St. Anne's and Guardian Angels RC Primary School will:**

1. Talk the incident through with all parties involved
2. Support the person who has been bullied to express their feelings
3. Support the person displaying the bullying behaviour to express their feelings
4. Explore the use of Restorative Approaches
5. Discuss which rule(s) have been broken
6. Discuss strategies for making amends

### **6.2. Actions in Response to Incidents of Bullying**

Actions will be in line with our behaviour policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Restorative Approaches
- Time away from an activity e.g. play time or Golden Time
- Meeting with staff, parent and child
- Formal letter home from the Head/deputy expressing concerns
- Time out from the classroom
- Pastoral support plan
- Fixed term exclusion
- Permanent exclusion

## **7. How we Create an Anti-Bullying Ethos in our School (Statement of Intent)**

We at St. Anne's and Guardian Angels RC Primary School believe that:

- Bullying, including cyber bullying, is unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness. We are a 'telling' school.

- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- Pupils will talk to an adult if they are worried about bullying, including cyber bullying, and have a right to expect that their concerns will be listened to and treated seriously.
- Our pupils are involved in decision-making about matters that concern them.
- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear.
- We maintain and develop effective listening for children and staff within our school. E.g. through PSHE and circle time, assemblies and constantly promoting the message that all our children are important and have the right to be safe, happy, respected and listened to and supported.
- We ensure all staff address incidents of bullying, including cyber bullying, effectively and promptly.
- We ensure that all adults who have contact with our children e.g. midday supervisors, part-time staff, volunteers, support staff etc. know how to respond if they witness or are told of a bullying incident.
- We communicate with parents and the wider school/setting community effectively on the subject of bullying, its definitions and how to report it.
- We acknowledge the key role of every staff member in dealing with incidents of bullying.
- We ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations, providing support and education for both the victim and the bully in order to affect future behaviour.
- We promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

#### **8. The Role of All Staff in Relation to the Anti-Bullying Policy**

- All staff are expected to report incidents of bullying to the Head teacher or Deputy Head
- All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

#### **Staff have agreed to:**

- Provide children with a framework of behaviour including rules which support the whole school policy
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, school/children's council, etc.
- Through the Head teacher or Deputy Head, to keep the governing body informed regarding issues concerning behaviour management.

## **9. The Role of Governors in Relation to Anti-Bullying Policy**

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to be the nominated 'link' within the leadership structure. Our governor is Mrs. Vikki Spencer.

## **10. Monitoring, Evaluation and Review**

The school will review this policy every two years and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school.

This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures, which promote safeguarding such as our Behaviour Policy.

All our policies are available on the school website or hard copies are available upon request.

November 2022

Next update November 2024

Written and updated by:

Mrs. S. Mouna: Head teacher

Ms. V. Laxton: Deputy head

Approved by the Governing Body November 2022.