



**A love of  
learning  
A desire for  
God**

**St Thérèse  
of Lisieux**  
Catholic Multi Academy Trust

## **St Mary's Catholic Primary Voluntary Academy Antibullying Policy**

<b>Date agreed by governors:</b>	<b>April 27<sup>th</sup> 2020</b>
<b>To be reviewed:</b>	<b>1 Year</b>
<b>Policy Holder</b>	<b>Head teacher</b>
<b>Reviewed :</b>	<b>April 27<sup>th</sup> 2021</b>
<b>Date of next review :</b>	<b>April 2022</b>

### **Aims and Objectives**

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school where bullying is regarded as unacceptable.

At St Mary's Catholic Primary Voluntary Academy we aim to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to the very rare bullying incidents that may occur in our school. Ours is a "telling" school.

We aim to make all those connected with St Mary's aware of our opposition to bullying and we make clear each person's responsibilities with regard to the prevention of bullying in our school.

### **What is Bullying?**

There are many definitions of bullying, but most have three things in common:

- It is deliberate and targeted hurtful behaviour.
- It is repeated often over a period of time.
- It is difficult for those being bullied to defend themselves.

Bullying can take many forms, but three main types are:

- Physical – hitting, kicking, taking belongings.
- Verbal – name-calling, insulting, racist remarks.
- Indirect – spreading nasty stories about someone, excluding someone from social groups.
- Cyber Bullying – verbal or indirect bullying using technological communication, eg internet, mobile phones, social networking.

### **The Role of the Children**

We ask our children to discourage bullying themselves by:

- Showing that they are not impressed.
- Making friends with the person being bullied.
- Encouraging them to report incidences.
- Reporting it themselves.
- Being accepting of the differences in others.

We ask our children not to:

- Keep quiet if they know someone is being bullied.
- Join in.
- Take the bully/bullies' side.
- Spread rumours.
- Copy the pupils who bully.

- Stir it up.
- Stand around and watch.
- Blame the person being bullied.

If the children are being bullied themselves, we ask them to:

- Get away from the situation as quickly as possible
- Tell their parents or another adult what has happened immediately.
- If they are scared to tell a teacher or an adult on their own, to ask a friend to go with them.
- Keep on speaking up until someone listens.
- Don't blame themselves for what has happened.

We ask them to be clear about:

- What has happened to them.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What they have done about it already.

### **The Role of the Teacher**

Teachers at St Mary's take all forms of bullying seriously and intervene to prevent incidents from taking place. They will log incidents on CPOMS.

If a child is accused of bullying we will inform parents immediately. We will then follow the 'Restorative Action Plan' (*Appendix One*)

If, as teachers, we suspect bullying taking place between members of a class, we deal with the issue immediately by following the 'Restorative Action Plan' (*Appendix One*)

If the allegations of bullying are found to be true we will ensure counselling and support for the victim of the bullying and sanctions for the child who has carried out the bullying. We spend time talking to the child who has bullied. We explain why the action of the bully is wrong and we endeavour to help the child change their behaviour in future. Incidents of proven bullying will be recorded as Safeguarding concerns.

If a child is repeatedly involved in bullying other children, we inform the Head teacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head teacher may contact external support agencies such as the social services.

### **The Role of the Headteacher**

It is the responsibility of the Head teacher to implement the school anti-bullying policy 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 on the effectiveness of the anti-bullying policy.

The Head teacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school.

The Role of Parents Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of St Mary's. 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.

### **The Role of Governors**

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.

**Monitoring**

The Head teacher, who reports to governors about the effectiveness of the policy on request, monitors this policy on a day-to-day basis. When the bullying has a racial connotation it will be recorded and acted upon, in accordance with our racial equality policy.

## Appendix One

### Restorative Action Plan

#### Procedure:

If a child is accused of bullying or a teacher suspects bullying:

1. Contact parents to let them know there has been an issue.
2. Separate the pupils where possible and speak to them individually.
3. Follow this script:
  - a) How are you feeling?
  - b) What happened?
  - c) What did you do?
  - d) Is there anything you are doing that is not helping the problem?
  - e) What can you do to make it better?
  - f) How can we end this?

Staff member to review information collected and discuss with another member of staff.

4. Get pupils together to resolve if appropriate.
5. Contact parents again