

St Paul's Catholic Primary School

ANTI-BULLYING POLICY

Mission:

*Our pupils and all members of our school community encompass, celebrate and live our values by:
Journeying together, The St Paul's Way.*

Our Vision

An exceptional community where acceptance, compassion and diversity is valued. We will encourage and inspire our children to serve God for the good of all, to excel in their learning and be resilient and caring. Our community will recognise, celebrate and protect God's gift of the world through the provision of a creative, relevant and ambitious curriculum which enables our children to be confident and prepared for modern life.

Our Values:

Respect, Friendship, Perseverance, Honesty, Caring, Thankfulness and Confidence which are rooted in the Gospels of Jesus Christ and we support and encourage those values which form our modern British Society – Democracy, Rule of Law, Individual liberty, mutual respect and tolerance (value) of those of different faiths and beliefs.

Signed (chair):	Name:	Date:
Signed (Head):	Name:	Date:
Ratified by: Governing Body on: 28 th March 2023		Next Review: Spring 2025

Equality Impact Assessment (EIA)

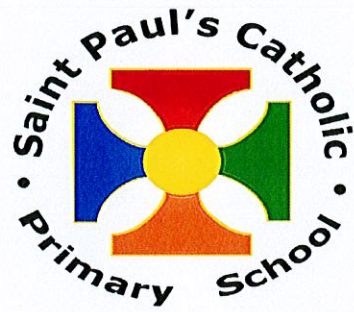
Part 1: EIA Screening

Policies, Procedures or Practices		Date	October 2023
EIA CARRIED OUT BY:	Claire Rogers	EIA APPROVED BY:	Maxine Sewell

Groups that may be affected:

Are there any concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for positive impact
Age (young people, the elderly: issues surrounding protection and welfare, recruitment, training, pay, promotion)		YES
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication).		YES
Gender Reassignment (transsexual)		YES
Marriage and civil partnership		YES
Pregnancy and maternity		YES
Racial Groups (consider: language, culture, ethnicity including gypsy/traveller groups and asylum seekers)		YES
Religion or belief (practices of worship, religious or cultural observance, including non-belief)		YES
Gender (male, female)		YES
Sexual orientation (gay, lesbian, bisexual; actual or perceived)		YES

Any adverse impacts are explored in a Full Impact Assessment.



St Paul's Catholic
Primary School

ANTI-BULLYING POLICY

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."

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.

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 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 Lead. 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 Action 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 Children's Anti Bullying Agreement

7.1 The pupils of St Paul's Catholic Primary School have a pupils friendly version of this policy (Appendix 1)

7.2 The pupil Health & safety panel will be responsible for reviewing and monitoring this Pupil friendly policy and for sharing it with their fellow pupils.

8 Monitoring and review

8.1 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. It will be reviewed by the EEE committee reporting to the FGB on a two yearly cycle – unless there are any statutory changes to the guidance.

8.2 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: 28th March 2023

Review Date: Spring 2025

Appendix 1 Pupils' Anti Bullying Agreement



Appendix 1

St Paul's Catholic Primary School: Child Friendly Anti Bullying Agreement

This school is a place where everyone has the right to be themselves.

It's a place where everyone can feel safe, be happy and learn.

Everyone at our school is included and acts with respect and kindness towards each other.

Our school takes bullying very seriously.

What is bullying?

Bullying is when a person is hurtful or unkind to someone else on purpose and usually more than once. Bullying can be done by one person or a group of people. A useful way to remember what bullying is:

**SEVERAL TIMES ON PURPOSE
(STOP)**

Bullying can be:

- Hitting or saying you are going to hit someone
- Touching someone when they don't want you to
- Calling someone names. Teasing, using rude language or saying nasty things about someone to them or other people
- Stealing or damaging someone else's belongings
- Ignoring someone on purpose or leaving them out
- Sending hurtful or unkind texts, email or online messages to someone or about someone.

Bullying can be about:

- Race or ethnicity (where someone is from)
- Religion or belief
- Family and culture
- The difference boys and girls (sexist bullying)
- Special education needs or disability
- What someone looks like
- Where someone lives or who they live with

Why does bullying happen?

Although bullying does not happen very much at this school it might happen. Pupils who bully can be older, younger, bigger or smaller than you. Pupils who bully pick on people who may be different in some way and try to make them feel worse about themselves. If you are being bullied, remember that it is never your fault.

Where does bullying happen?

Bullying can happen at school, after school and online.

What should I do if I think someone is being bullied?

In our school we all take responsibility in keeping each other safe. It is never OK to see someone being bullied and do nothing (being a bystander).

You can tell people to stop (become a defender) or you can tell an adult about what has happened.

If you think someone is being bullied then talk to the person, ask if they're okay and ask if you can help them talk to a teacher or an adult they trust.

What should I do if I'm being bullied?

If you are being bullied it is important to tell someone you trust. Tell an adult or friend, either at school or at home.

If you have already told an adult about bullying you can still tell them again.

You can:

1. Tell a teacher – your class teacher or any other teacher
2. Tell a friend you trust
3. Tell any other adult staff in school – such as Teaching Assistants, midday supervisors or the school office
4. Tell an adult at home
5. You can also write a note about the bullying and put in a worry monster
6. You can also call ChildLine at any time for free on 0800 1111.

If you tell a teacher or adult at school they will be able to help you. They will tell the headteacher and your parent or carer so that they can help you. **Telling an adult will never make bullying worse.** They will talk to you and the people bullying to find ways to stop the bullying and keep you safe

Monitoring and Review

The Pupil Health & Safety Pane will monitor and review this agreement on an annual basis, alongside the Health & safety governor and Head Teacher. They will be responsible for sharing it with the whole school each year.