

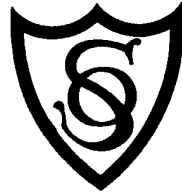
St. Osmund's Catholic Primary School



Anti-Bullying Policy

Governors' Committee Responsible:	Stewardship
Governor Lead:	Andrew Cole
Nominated Lead Member of Staff:	Michelle Lunney
Status & Review Cycle:	3 years or as necessary
Date of initial inception:	March 2017
Date of Review:	February 2020
Date of Next Review:	September 2023
Signed (Chair of Governors)	A. Cole
Signed (Head Teacher)	M. Lunney

St Osmund's Catholic Primary School



Fidem Fateri Vita

Mission Statement

To nurture each child to fulfil their academic, spiritual, moral
and physical potential and
to show our faith by the way we live.

**“I have come that you may have life
and live it to the full”**

John 10:10

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PRINCIPLES AND VALUES

St Osmund's is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

The school actively promotes positive relations between all members of the school community. The policy has been developed through consultation with the pupils, parents, school staff and governors.

AIMS AND OBJECTIVES

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

- School staff, pupils, parents/carers, governors and the wider school community will have an understanding of what bullying is;
- School staff and governors will know what the school policy is on bullying and follow it when bullying is reported;
- Pupils and parents/carers are clear about what we will do to investigate accusations of bullying and how we will deal with incidents of bullying.
- School staff, pupils, parents/carers, governors and the wider school community are clear about how we will support the victim of bullying but also how we will help the perpetrator(s) and bystander(s) are helped to ensure that the behaviour will not continue.

Anyone who becomes the target of bullies should not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

This Anti-Bullying Policy is linked to our Behaviour Policy, our Safeguarding and Child Protection Policy and our Equalities Objectives.

DEFINITION OF BULLYING

Our definition of bullying, which is in-line with the recommendations from the Department for Education and the Anti Bullying Alliance is:

“a persistent, deliberate attempt to hurt, intimidate or humiliate one person or group by another person or group, where the relationship involves an imbalance of power”.

Bullying can take many forms and is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or perceived differences.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture;
- Bullying related to SEND (Special Educational Needs or Disability);
- Bullying related to appearance or physical/mental health conditions;
- Bullying related to sexual orientation (homophobic bullying);
- Bullying of young carers, children in care or otherwise related to home circumstances;
- Sexist, sexual and transphobic bullying;
- Bullying via technology – for instance cyber-bullying via text messages or the internet.

Bullying behaviour can include kicking, hitting, pushing, intimidating behaviour, threats, taunts, shunning/ostracism, name calling, verbal abuse, innuendo, spreading of rumours, interference with personal property, online abuse or via text messages, inappropriate sharing of images. Peer pressure can also be put on children to engage in bullying behaviour as well as ostracising children from a friendship group.

All staff, children and governors are aware and alert to the dangers of all forms of bullying, including cyber bullying, and are taught strategies of how to deal with it if it occurs

ROLES AND RESPONSIBILITIES

Whole school and individual staff responsibilities:

Suspected bullying should never be ignored and all forms of bullying should be taken seriously with intervention to prevent incidents from taking place.

Staff will:

- Foster in our pupils self-esteem, self-respect and respect for others.
- Demonstrate, by example, the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying, for example, a change in behaviour, a change in a child's work, a change in attendance.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them. Reassure them that telling was the right thing to do.
- Report suspected cases of bullying to our designated safeguarding leads by completing the school pro forma for recording bullying incidents and always report to the Head Teacher.
- Follow-up repeatedly, checking bullying has not resumed.
- Follow up any complaint by a parent about bullying and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.
- Never make premature assumptions.

- Adopt a problem solving approach which moves pupils on from justifying themselves.
- Ensure that children are well supervised at all times.
- Create a classroom climate of trust and respect for all by praising, rewarding and celebrating the success of all children.

Children may not be aware that they are being bullied - they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them. Staff must be aware of those children as they may be more vulnerable.

The Headteacher will:

- Establish opportunities for children to learn to care for one another.
- Implement the anti-bullying strategy and ensure that all staff (teaching and support) are aware of this policy and know how to deal with incidents of bullying.
- Maintain a record of bullying incidents and report to the governing body in termly reports about the effectiveness of this policy.
- Set a school climate of mutual support and praise for success, thereby making bullying less likely.
- Inform parents if their child has been involved in bullying, whether as a victim or perpetrator, and work with parents to support the child.
- Ensure all staff receive regular training on how to identify bullying and appropriate intervention techniques.
- Ensure the curriculum offers regular opportunities for children to understand the implications of bullying and the appropriate action to take.

Governors will:

- Support the Head Teacher in all attempts to eliminate bullying from the school.
- Monitor incidents of bullying that occur and review the effectiveness of this policy.
- Require the Head Teacher to keep accurate records of all incidents of bullying.

Pupils will:

- Never bully another child in school.
- Tell an adult (eg parents, Head Teacher, teacher, member of staff) or go with a friend to tell an adult if they are a victim of bullying.
- Be encouraged and supported to tell an adult if they witness bullying.

Parents will:

- Inform the school of any suspected bullying, even if their children are not involved. Parents will inform the class teacher or Head Teacher or by completing the incident reporting form (Appendix 1);
- Watch for signs of distress or unusual behaviour in their children, which might be evidence of bullying. This can be a change in your child's attitude to school. A change in their school work, illness and a desire not to go to school;
- Reinforce to their children the need to report any bullying to the class teacher, the Head Teacher or Assistant Head Teacher or the SENCo and explain the

implications of allowing the bullying to continue unchecked, for themselves and for other pupils;

- Advise their children not to retaliate violently to any forms of bullying;
- Be sympathetic and supportive towards your children and reassuring them that appropriate action will be taken;
- Co-operate with the school and if their children are accused of bullying, try to ascertain the truth;
- If their child has been found to be bullying they will:
 - Discuss the issue with the child's teacher and agree a course of appropriate actions or sanctions in line with the school's behaviour policy;
 - Talk to their child and explain that bullying is wrong and hurts other;
 - Regularly discuss with their child how things are going at school;
 - Praise and encourage the child when they are being kind and considerate to others.

PROCEDURES AND REPORTING

Recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident, may be part of a number of incidents which are serious for the individual child.

It is important that the school and parents/carers reinforce to children the importance of letting a member of staff know as soon as bullying occurs so that we can deal with it quickly, effectively and appropriately.

The following steps will be taken when dealing with any incident:

- All reported incidents of bullying will be investigated immediately and details recorded in writing on the Incident Reporting Form.
- The **Incident Reporting Forms and 4 Ws forms** will be scanned and kept electronically as well as by hard copy in a secure location in the school office.
- The child reporting the incident will be listened to and will be assured that they feel that their concerns are taken seriously.
- When investigating the incident, the story will be listened to from all parties and witnesses.
- Immediate support will be provided for the victim, with the aim of restoring self-esteem and self-confidence.
- Parents/carers of the child doing the bullying will be asked to attend a meeting to discuss their child's behaviour.
- Parents/carers of the child being bullied will be informed and invited to meet with an appropriate member of staff.
- A suitable sanction will be implemented for the child doing the bullying in order to modify or change the behaviour.
- Staff will monitor the behaviour of both 'bully' and 'victim' and all staff will be alerted to watch out for further occurrence.
- Parents of the bullied child must be kept informed of the whole process and it is vital that they feel satisfied with the way the incident has been dealt with.
- We will record each case of bullying using an on-line tool that we have registered for. This is provided to the school by a company called Toot Toot

and supported by the Department for Education. It is a pilot online service to report bullying and cyberbullying concerns. These will be monitored to ensure repeated bullying does not take place.

ACTIONS AND SANCTIONS

If one of our pupils is being bullied, or suffering, or likely to suffer **significant harm** due to an incident of bullying in any context, we will treat it as a child protection issue and proceed according to our school child protection policy

The emotional distress caused by bullying, racism and sexual harassment can lead to high levels of stress, poor achievement and possibly lead to poor punctuality and attendance.

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Actions which may be taken in respect of a child who is bullying:

- Establish and carry out an appropriate consequence for the perpetrator(s), including an apology or a letter of apology to the victim;
- Pupils in Key Stage 2 may be asked to complete a '4 Ws' sheet (see Behaviour Policy) which will be sent home to their parents who will be requested to sign this and return it to school.
- Pupils in Key Stage 1 will work with their class teacher on sanctions and to resolve the issues. Circle time will also be used to reinforce anti-bullying expectations.
- Parents of a child who bullies will be expected to support the school with any sanctions that it takes (see Behaviour Policy).
- The following sanctions may be put in place depending on the severity and amount of bullying over time:
 - detention involving missing a break or part of a break,
 - writing a letter of apology
 - internal exclusion from class
 - fixed term exclusion from school
 - permanent exclusion from school
- If possible, bearing in mind our overriding duty to the safety and well-being of the victim, the pupils will be reconciled.
- Outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others.

➤ These can include:

- The educational psychology service
- The family support service
- The police, who may be asked to support both children, the victim and the perpetrator.
- In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), support from the borough's behaviour support service, internal exclusion, or fixed or permanent exclusion will be considered as noted above.

BULLYING OUTSIDE OF SCHOOL AND ON SCHOOL OUTINGS

Our school will take seriously any incident of bullying taking place outside school which involve our pupils. Where bullying takes place on the journey to and from school we will treat it as our responsibility in the same way as we would if it happened during school hours.

If bullying occurs during a school trip we will treat this in the same way as if it happened in school.

If bullying occurs during a school journey when children are staying away from home, we will follow all procedures in the same way as if it happened in school. We will ensure the safety and wellbeing of the victim/s and will put in place sanctions for the perpetrator/s, whilst at the same time working with the child/children to change behaviours. A sanction could result in the parents of the perpetrator/s being requested to collect their child/children from the school journey.

We will encourage victims not to suffer in silence.

We may talk to the local police about the problems within the community and we may talk to the Headteachers of the schools whose pupils are involved in bullying off the premises.

PREVENTATIVE STRATEGIES

At St Osmund's we will aim to create a culture of zero tolerance to bullying by employing preventative strategies throughout the school year and curriculum including the following:

- Ensuring that staff are regularly trained each year in how to identify and deal with allegations of bullying in line with this policy
- Ensure that the recording and management of allegations of bullying is handled consistently in accordance with this policy
- Ensure that the sanctions applied to investigated incidents of bullying are applied consistently and recorded appropriately so that escalation in terms of severity of sanction is transparently applied
- Termly auditing of bullying reporting and actions by the Governing Body

- Reviewing this policy every year in consultation with the staff, pupils and parents/carers
- Holding class assemblies focussing on bullying/anti-bullying
- Reinforcing awareness of bullying during anti-bullying week each November
- Teaching PSHE (personal, social, health and emotional) lessons and through the teaching of Religious Education to reinforce to staff, pupils and parents/carers the seriousness of bullying and how we deal with it in class whenever it occurs and to reinforce a general message that children must be respectful of everyone else's feelings and be kind to each other.
- Promoting positive behaviour through:
 - Classroom Golden Rules
 - Playground Safety Rules
 - Awarding house points
 - Awarding Golden Values tickets. This reward system reinforces good attitude and behaviour in the following six areas:

**KINDNESS LISTENING RESPONSIBILITY
RESILIENCE RESPECT HONESTY.**

- Involving the School Council to reinforce or zero tolerance of bullying
- Children will be involved in the prevention of bullying as and when appropriate through all parts of the school curriculum, these may include:
 - Writing a set of school or class rules
 - Writing a personal pledge or promise against bullying
 - Writing stories or poems or drawing pictures about bullying
 - Reading stories about bullying or having them read to a class or assembly
 - Making up role-plays about what to do through scenarios of bullying
 - Regular circle time activities and take part in annual Anti-bullying week.

MONITORING AND REVIEW

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes.

The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.

Any issues identified will be incorporated into the school's action planning. The safeguarding governor and Anti-Bullying link governors will be informed of any incidents recorded in the log along with incidents, sanctions and reconciliation.

Parents can monitor and feedback on bullying via parental questionnaire via OFSTED's Parent View pages: <https://parentview.ofsted.gov.uk/parent-view-results/survey/result/2205/all>

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222 Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Anti-Bullying Alliance <https://anti-bullyingalliance.org.uk/>

Kidscape www.kidscape.org.uk

For a copy of Kidscape's free booklets "Stop Bullying", "Preventing Bullying" and "You Can Beat Bullying", send a large (A4) self-addressed envelope (marked "Bully Pack") with 6 first class stamps to: Kidscape 2 Grosvenor Gardens London SW1W 0DH

Childnet <https://www.childnet.us/portal/>

The Designated Safeguarding Leads in school are:

- **Michelle Lunney (Headteacher)**
- **Johanna George (Assistant Head)**
- **Deborah O'Sullivan (KS1 Leader)**

BEHAVIOUR/BULLYING INCIDENT SHEET

For parents, please hand to your child's class teacher or to the school office.

Year: _____

[illegible]

Date:

Reviewed by: Michelle Lunney / Johanna George

Action taken:

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Form scanned and saved on incident log

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Hard copy kept in incident log folder

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Copy to class teacher

Copy to parents/carers

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Appendix 2 Bullying Resolution Flow Chart

