

## Anti-Bullying Policy



### Statement of Intent

Bullying is a problem for everyone. At St Pius X Catholic Primary School, we strive to do everything we can to deal with bullying quickly and effectively.

### Key principles

1. The victims of bullying are not the only ones damaged by bullying. Those who watch and are aware of bullying are also harmed. Organisations that put up with bullying do not work as well as they could and people within such organisations are often unhappy.
2. Children will find it easier to learn in an environment with a caring ethos.

This policy links to:

- - Behaviour Policy
- Safeguarding/Child Protection
- Equality and Inclusion
- E-Safety - Acceptable Use
- SRE Aims

To allow our school community to feel safe and have a system whereby bullying can be reported and dealt with effectively.

### Definition of Bullying

We define bullying as 'the intentional and persistent aim to make someone unhappy.'

This policy is intended to cover all types of bullying:

- Emotional
- Verbal
- Physical

- Cyber-bullying

Bullying can be aimed at:

- race
- religion
- SEN
- Sexual orientation
- appearance
- sexual harassment
- family circumstances.

Bullying can take place between pupils, parents and staff.

### Signs of Bullying

The behaviour of children, young people and adults is not always easily understood. Changes in behaviour may have many causes. Being bullied can be one reason why a child or young person's behaviour changes. There is a need to be alert to the possibility that bullying is occurring.

These are some signs which need to be investigated sensitively:

- The child or young person may:
  - Become withdrawn, clingy, moody, aggressive, uncooperative or non-communicative.
  - Behave in immature ways, e.g. revert to thumb sucking or tantrums.
  - Have sleep or appetite problems.
  - Have more difficulty in concentrating.
  - Show variation in performance.
  - Have cuts, bruises or aches and pains without adequate explanation.
  - Request extra money or start stealing.
  - Have clothes or possessions that are damaged or lost.
  - Complain of illness more frequently.
- Show a marked change in a well-established pattern of behaviour e.g. A sudden loss of interest in a previously favoured activity, changing times of coming to and going from the house, a reluctance to (or no longer wishing to) leave the home, a request to change school, youth club, etc., a refusal to return to a place or activity

## **SOME VICTIMS OF BULLYING DO NOT APPEAR TO REVEAL ANY OUTWARD SIGNS THESE SIGNS CAN ALSO BE AN INDICATION OF OTHER PROBLEMS AND MAY NOT ALWAYS BE LINKED TO BULLYING**

### Guidelines for staff

Children and Young People have the right to be safe. All staff have a responsibility to keep them safe. It is the responsibility of staff to ensure that their establishment has an Anti-Bullying Policy. All staff should be aware of the need to raise anti-bullying issues regularly. For successful implementation, the Policy must be reflected in the systems and procedures of the organisation. There must also be effective monitoring of the frequency and nature of bullying within the organisation.

### Anti-Bullying Strategies

The following actions should be taken within our school to ensure that awareness of bullying is raised: -

- Mrs Cruise and Miss Grogan to be responsible for co-ordinating anti-bullying issues.
- Develop an Anti-Bullying Policy with representative young people.
- Review the Anti-Bullying Policy at least annually.
- Keep staff and young people informed of developments on bullying issues by posters, leaflets, white-boards and in schools and assemblies.
- Staff training.
- Specify clearly those types of behaviour that are considered 'bullying' and therefore unacceptable.
- Positively encourage co-operative behaviour.
- Reward non-aggressive behaviour.
- Provide support to victims of bullying through discussion with Mrs French or another member of staff if appropriate.
- Provide support to those alleged to be bullying.
- Involvement of School Staff/TA's where appropriate to help deal with previous two points.
- Make it possible for children and young people to voice their concerns anonymously e.g. a suggestion box
- Provide staff training about bullying. Revised September 2023 Reviewed September 2024
- Review arrangements for supervising young people, particularly if areas where bullying occurs regularly are identified. Train Y6 children to be 'Buddies' in the playground to assist in any minor problems.
- Maintain supervision in "trouble spots" in the physical environment.
- Make the environment attractive and "owned" by the young people.

### Reporting and Recording

All instances of bullying will be recorded and this information will be shared with the Headteacher, appropriate members of staff and parents where necessary.

#### Immediate Action for Staff

#### **ENSURE THAT BULLYING INCIDENTS ARE DEALT WITH PROMPTLY**

The following actions are appropriate for use with both children and young people who are bullied and those who are involved in bullying.

- Ensure the immediate safety and well-being of children and young people
- Zero tolerance to prejudice driven bullying- all instance must be challenged.
- Staff must be sensitive to family problems/SEN. • Protect and support all parties while the issues are resolved
- Take the necessary steps to stop the bullying
- Listen to and treat children and young people sympathetically and take their concerns seriously
- Encourage children and young people to discuss the incidents of bullying
- Involve children and young people in the discussion about what action will be taken
- Consider a range of strategies to ensure that bullying does not occur again e.g. throughout wider curriculum.
- Record incidents and actions being taken and bring them to the attention of the named person • Inform parents and discuss the situation with them calmly
- Maintain contact and work with parents
- Respond calmly and consistently
- Follow school Behaviour Policy- usual sanctions apply if bullying persists.
- Serious incident should be reported to Head teacher or most senior member of staff available.
- Further support may be required for the perpetrator. In these instances, referral to outside agencies may be appropriate.

#### **LISTEN, TAKE ACTION, RECORD AND FOLLOW UP**

#### Ideas for Children and Young People

#### **YOU HAVE THE RIGHT TO BE SAFE. YOU HAVE THE RIGHT TO EXPECT OTHERS TO KEEP YOU SAFE**

Remember to speak out about bullying Don't be embarrassed or ashamed about speaking out about bullying and asking for help.

#### Guidelines for Parents/Families of Children being Bullied

St Pius X Catholic Primary School operates an 'open door' policy where teachers will endeavour to be available to discuss any issues with parents, and make further appointments if necessary.

If you suspect your child is being bullied:

Talk to your child about what is happening; Be calm Show sensitivity Show concern Reassure your child that he or she is not to blame. **YOUR CHILD HAS THE RIGHT TO BE SAFE. YOUR CHILD HAS THE RIGHT TO EXPECT OTHER PEOPLE, INCLUDING YOURSELVES, TO HELP KEEP HIM OR HER SAFE.** Roles and Responsibilities

Mrs Joanne Cruise –

Headteacher/ Designated Safeguarding Leads Miss Grogan and Miss Crilly- Lead on Anti-Bullying