

St Thomas More Catholic Primary School

ANTI-BULLYING POLICY

**Date: March 2024
Review: March 2025**

Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying is a misuse of power and may reflect unhappiness and low self-esteem in all parties, both bullies and victims.

Children are taught that bullying:

Bullying is hurting someone on purpose; over and over again.

Bullying is not when an unkind thing happens only once.

Bullying takes a range of forms including physical, verbal, emotional, technological (cyberbullying) and indirect abuse. It can be targeted on different populations and communities' e.g. racial, religious, cultural, sexist, homophobic, people with mental health needs and people with physical and learning disabilities.

All staff involved in the education and/or supervision of children are made aware of the issue of bullying and the need to apply the school's policy of zero-tolerance consistently when episodes of bullying are witnessed or reported.

In addition, the issue of bullying will be raised with pupils at a number of levels including:

- An ethos of good behaviour where pupils are encouraged to treat one another and school staff with respect because they know that this is the right way to behave.
- Playground strategies outlined further on to encourage positive play.
- Themed Curriculum teaching days linked with an explicit knowledge organiser. The knowledge organiser ensures precision in teaching, an opportunity for reinforcement and teaching of key knowledge.
- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyberbullying and if someone is unkind online.
- Online Safety frequently discussed and taught each term, linked with an explicit knowledge organiser. The knowledge organiser ensures precision in teaching, an opportunity for reinforcement and teaching of key knowledge.
- Curriculum opportunities to raise pupil awareness e.g. through RE, cross curricular themes, drama, story writing and literature.
- In class – PSHE through the Ten:Ten programme
- At individual level – support and guidance offered to child experiencing bullying and to children who have bullied others.
- A whole school reward system
- Good quality role models.
- Adult modelling of appropriate response to a wide range of scenarios.
- Children and parents have a good knowledge of the procedure/policy.
- Children have a clear understanding of their rights and responsibilities.
- Adults deal with situations, even if minor. Talking to the children may prevent the situation escalating.

Procedures for dealing with bullying

If bullying is suspected we will:

- Talk to the suspected victim, and any witnesses individually, using restorative justice principles.
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
- If the bully owns up, then sanction procedures outlined below will be followed.

- Incidents of bullying are recorded by the SLT on the school's behaviour management system, Bromcom. This will be reviewed by the Safeguarding team and if deemed necessary, it will also be added to the safeguarding system, MyConcern.
- Involve all parties together to discuss the issues, if agreed by all parties.
- Allow children time to sort things out. When necessary support children individually or together.
- Support and empower children to resolve the conflict and understand their role in the issues.
- Inform parents.
- Follow up with further discussions with individuals as and when appropriate.
- Inclusion Lead to review if a positive behaviour plan and intervention is required to support the children.

The role of governors:

- The governing body supports the Head teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of the school's anti-bullying policy.
- If parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure.

The role of the Head Teacher:

- 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 identify and deal with incidents of bullying. The Head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Head teacher ensures that all children know that bullying is unacceptable behaviour.
- The Head teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.
- The Head teacher will make a record of and inform parents where an incident of bullying takes place in school.

The role of all staff:

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults deal with situations quickly and by using restorative justice methods to prevent situations escalating.
- All adults to follow up what they have said.
- All adults are responsible for recording of all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the Head teacher.
- When any bullying takes place between members of a class, the teacher will deal with the issue immediately, in accordance with the procedure, including counselling and support for both the victim and perpetrator of the bullying.

The role of parents:

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Always take an active role in their child's education.

- If they feel their child may be a victim of bullying behaviour, inform school immediately. Their complaint is taken seriously and appropriate action will follow. Parental concerns are recorded on Insight.
- Not to approach children on the playground or their parents or involve an older child to deal with a bully, but to inform school immediately.
- Reinforce the school's policy concerning bullying and make sure their child is not afraid to ask for help.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.
- If parent who is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure.

The role of children:

When incidents occur, class teachers will discuss bullying and reinforce the following:

- Remember that silence is the bully's greatest weapon.
- Bullying is wrong.
- Discuss with the child any possible sanctions that need to be put in place and ensure the child fully understands them and recognises the need for them to be imposed
- Be proud of who you are. It is good to be individual.
- Tell a teacher or member of staff if someone is being unkind.
- If getting emails, texts or messages that make them feel uncomfortable, save them and show them to a trusted adult. Do not respond to them.
- Fighting back may make things worse – don't do it.
- All adults will take you seriously and will deal with the bullies.
- Take action. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If being bullied on the way to and from school - Stay with a group of friends/people. There is safety in numbers.

If an incident of bullying outside the school premises is reported to the school, it will be investigated fully and appropriate action taken.