

# Holy Family Catholic Primary School



## **Anti-Bullying Policy**

Date: September 2019

Review Date: September 2022

## **ANTI-BULLYING POLICY**

### **Statement of Intent**

At Holy Family Catholic Primary School we are committed to providing a caring, friendly, safe environment as reflected in our school Mission Statement.

Bullying of any kind is unacceptable at Holy Family School. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school, which means that anyone who believes bullying is happening is expected to tell staff.

### **What is Bullying?**

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

DFE Guidance

### **Why It Is Important To Respond To Bullying.**

Bullying hurts. No-one deserves to be bullied. At Holy Family School we believe every child has the right to enjoy learning, free from intimidation of any kind. Children who are bullying need to learn different ways of behaving.

### **Objectives**

- All governors, teachers and support staff, children and parents should have an understanding of what bullying is.

- All governors, teachers and support staff should be aware of the school policy on bullying. This policy must be followed when bullying is reported.
- Children and parents should be assured that they will be supported when bullying is reported.
- To offer support for the victim and bully to prevent repeated bullying behaviour.
- All information disclosed to staff on bullying will be treated sensitively and confidentially.

### Signs and Symptoms

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:-

- ❖ Stops wanting to come to school.
- ❖ Becomes withdrawn, anxious or lacking in confidence.
- ❖ Starts stammering.
- ❖ Sleep patterns disrupted, starts having nightmares.
- ❖ Begins to do poorly in school work.
- ❖ Has possessions 'go missing'.
- ❖ Has unexplained cuts or bruises.
- ❖ Becomes aggressive, disruptive or unreasonable.
- ❖ Is bullying other children or siblings.
- ❖ Stops eating.

The signs and behaviours could indicate other problems but bullying should be considered a possibility and should be investigated.

### Guidelines

#### ➤ For Staff

- ⇒ Be alert to signs of bullying, including cyber bullying.
- ⇒ The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- ⇒ Deal firmly and sensitively with all incidents of bullying.
- ⇒ Children are made aware that we are a 'telling' school and they should feel comfortable in sharing their knowledge of bullying with staff in confidence.
- ⇒ The issues of bullying are discussed during PSHCE (Personal, Social, Health & Citizenship Education) and assemblies.
- ⇒ Bullying is a complex problem. All staff have an important role to play in ensuring Holy Family School is a caring, friendly and safe environment for all our children.

#### ➤ For Children

- ⇒ Children should feel comfortable in 'telling' staff in confidence if they are being bullied or know of someone who is being bullied.

- ⇒ Children should be made aware cyber bullying and what they can do to report incidents
- ⇒ Participate in developing ways to reduce bullying for example, school council.
- ⇒ Don't tolerate bullying
- ⇒ To receive advice and support through PSHCE (Personal, Social, Health and Citizenship Education), and assemblies on bullying.
- ⇒ To receive advice and support through school Learning Mentor

➤ **For Parents – reporting incidents of bullying including cyber bullying**

- ⇒ Talk calmly to your child.
- ⇒ Make a note of what is said. Who is/was involved? Where? When? What happened? Who else was there? Frequency?
- ⇒ Reassure that telling was the right thing to do.
- ⇒ Explain any further incidents must be reported to a teacher.
- ⇒ Contact the school to make an appointment to discuss the issue / incident.
- ⇒ When talking to teachers, keep calm. Remember this may be the first time the teacher has heard of the problem.
- ⇒ Be specific and if necessary use your notes.
- ⇒ Make a note of the school's intended action.
- ⇒ Ask for help, support strategies to use at home.
- ⇒ Keep in touch. Let the school know about improvements as well as continuing problems.
- ⇒ Feel confident that the staff will deal with any bullying issues in a fair and reasonable way.

If you think you are being ignored

- ⇒ Check the anti-bullying policy. Is it being followed?
- ⇒ Discuss your concerns with the Head Teacher.
- ⇒ If you are still not satisfied with the response from the school you can write to the Chair of Governors, Mrs R Raymond. c/o Holy Family School
- ⇒ Contact Director of Children's Services, Knowsley LA.

**Procedures**

Children are encouraged to talk about issues or concerns to any member of staff with whom they feel comfortable. If the matter is urgent, a pupil should approach the first member of staff with whom they come into contact.

If a bullying incident is reported the staff are committed to acting promptly, consistently and sensitively. A range of strategies and sanctions are used in the event of an incident being reported.

- Interview the bully, the victim and witnesses. If appropriate, a written report may be asked from each.

- Inform parents of victim and bully. Maintain contact until parents feel confident that incidents have been resolved.
- Learning Mentor to set up and mediate a session/sessions with the victim and bully to resolve issues. (These may be separate if deemed appropriate)
- Record and monitor all incidents of bullying – include what action has been taken, in Incident Book.
- Sometimes behaviour needs to be monitored as parents or staff may have a concern about a child. Any such concerns will be recorded on a ‘Concern Form’, this includes any issues raised by parents. (See Appendix A) These forms are then monitored regularly by the Learning Mentor.
- Give advice on how to be assertive and develop strategies for dealing with bullying.
- Where appropriate involve outside agencies such as Child Guidance, CAMHS.
- Withdrawal of privileges such as: playtimes, Golden Time, after school clubs. (Refer to School Behaviour Policy)
- Involve school governors.

In extreme cases exclusion will be considered.

### **Intervention Techniques**

Issues around bullying are addressed both explicitly and discreetly within the Personal, Social, Health and Citizenship Education (PSHCE) programme and Social and Emotional Aspects of Learning (SEAL). This contains work on:-

- Raising self-esteem.
- Peer influences.
- Assertiveness.
- Relationships.
- Responsibility and respect for all.

Issues around bullying are also addressed through:-

- School assemblies / Theatre Groups / Drama
- Displays.
- Staff training including support from Healthy Schools Team
- Annual surveys – Parent Questionnaire and Pupil Questionnaire.
- Circle Time.

### **Links to other Policies**

Linked to E Safety

Behaviour Policy

Covid Risk Assessment Jan 2021

### **Monitoring and Evaluation**

The Well-Being Team will monitor the anti-bullying policy regularly ensuring policy and procedures are effective in tackling incidents of bullying. The policy will be reviewed every year by the Governing Body.

Standards for measuring performance will be:

- Response from parent / pupil questionnaire
- Reduction in the number of reported incidents.
- Measurable improvements in behaviour of individuals or particular groups.
- Feedback from Pupil Council.
- Yearly monitoring and review of bullying issues with the PSHCE curriculum.

**Help Organisations**

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|--|-----------------------|
| ➤ Advisory Centre for Education (ACE)                            | 020 7354 8321         |
| ➤ Children’s Legal Centre  | 01206 873820          |
| ➤ KIDSCAPE (Parent Helpline, Mon-Fri 10-4pm)                     | 020 7730 3300         |
| ➤ Parentline Plus  | 08088 002222          |
| ➤ Childline  | 0800 1111 (Freephone) |
| ➤ Youth Access   | 020 8772 9900         |
| ➤ <a href="http://www.thinkuknow.co.uk">www.thinkuknow.co.uk</a> |                       |
| ➤ Bully Busters  |                       |

**Review of Policy:**

This policy will be reviewed .....September 2022

Signed:

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Designation:

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Date:

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