



Anti-Bullying Policy

Mission Statement (5 Promises)		
Keep Everyone LEARNING	<p><i>Because God calls us to fullness of life in Christ we provide varied exciting opportunities for children to achieve highly.</i></p> <p>God invites us to promise; to keep everyone learning</p>	
Keep Everyone INCLUDED	<p><i>Because God calls us to love our neighbour we respect and include each other and develop the skills of confidence, resilience, independence, empathy and understanding.</i></p> <p>God invites us to promise; to keep everyone included</p>	
Keep Everyone SAFE	<p><i>Because God shows us the best way to live we get to know ourselves and learn how to be safe.</i></p> <p>God invites us to promise; to keep everyone safe</p>	
Look After the World Around Us	<p><i>Because God calls us to live as faithful members of the community we respect the world around us.</i></p> <p>God invites us to promise; to look after the world around us</p>	
Be Honest	<p><i>Because God calls us to be like him we get to know ourselves and learn to respect the truth.</i></p> <p>God invites us to promise; to be honest</p>	
Approved by:	Approval Date:	Review Date:
SDC	19 th July 2021	Summer 2022

Who was involved with the development of this policy?

- Children in House Meetings
- Head Teachers and all staff
- Senior Leadership Team
- Approval by Governors

Who should read this policy?

This policy should be read by anyone with an interest in the welfare of the children attending Holy Family Catholic Primary School either in a teaching, pastoral, parental, guardian, caring or governor role. The policy is available via the schools website.

The child friendly version of this policy (Stamp Out Bullying Poster) (see appendix one) will be made available to all children at school through house meetings and displayed around school.

What is the purpose of this policy?

The purpose of this policy is to prevent acts of bullying against any of the children in the care of Holy Family Catholic Primary School and to recognise a cry for help from a child.

Objectives:

- Understand what bullying is
- How bullying should be dealt with
- What we do to ensure bullying does not take place
- What should be done if someone thinks someone is being bullied

What is the scope of this policy?

This policy covers Holy Family Catholic Primary School's definition of bullying along with the actions and behaviours that may indicate bullying. It also covers the process and procedures that are put into place in order to prevent acts of bullying or to deal with any incidents that may occur.

How will the school community be consulted as to whether the policy is working?

- Parent conference meetings.
- Pupil discussions.
- Anti-bullying remains a priority for Ambassador Meetings and assemblies.
- E-Safety and Cyber Bullying is discussed in Internet Safety / Anti-bullying Week

Introduction

Pupils at Holy Family Catholic Primary School will be educated in an environment which promotes high standards of teaching and learning.

In order to achieve a good working environment, our school expects high standards of behaviour throughout the school day.

When pupils have problems they must feel confident to tell an adult and know what action will be taken.

Bullying is the planned desire to hurt, upset, threaten or frighten someone else repeatedly. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated. Only when issues of bullying are addressed will all pupils be able to fully benefit from the opportunities available at school.

Doing nothing is the worst reaction to being told about bullying. It causes the victims more pain, without resolving their problems and may suggest approval to the bully. Everyone at Holy Family Catholic Primary School is committed to ensuring that all who meet and work on our school premises will feel safe and secure.

All staff within school will be issued with a guidance handout (Bullying Leaflet for Staff) (see appendix two) relating to recognising a cry for help and dealing effectively with any child who has reported an incident. All staff are committed to ensuring that all pupils feel safe at school and that their concerns are being addressed and validated.

It is recognised that the Head Teacher and Governing body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy, including the pupils themselves.

Definition of Bullying

All members of the school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on a person's self-esteem, emotional and mental health, which in turn prevents them from developing their full potential and can seriously affect their life chances.

Equally the whole school community and bystanders have a duty to be mindful of situations and to act in line with this policy.

“Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.”

The school does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such

behaviour. While it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend school free from fear.

All incidences of behaviour which may need to be investigated as bullying are brought to the attention of the Headteacher or Deputy Headteacher through our online recording system. (CPOMS)

Parents, children and staff are clear about the schools definition of bullying and there is an anti-bullying policy in place.

An assembly to clarify this definition is held at the beginning of each school year and where appropriate.

A child version of the definition is

"We do not bully other children. Bullying is when one child or some children together hurt another child more than once. We do not hurt other children's bodies or feelings."

We explain this to the children as 'STOP' (Several Times On Purpose)

Bullying 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)

Internet:

Children will be taught how to be safe on the internet (see our e-safety policy) and we encourage good online behaviour. This is through classroom teaching.

While most incidents of cyber bullying occur outside school we will offer support and guidance to parents and their children who experience online bullying and will treat cyber bullying the same way as any other forms of bullying.

- All forms of bullying will be dealt with equally, seriously and dealt with appropriately.

- It is recognized that bullying is not confined to the school premises and can take place in the community, on the way to and from school and at home.

It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

These are called 'protected characteristics'.

You're protected from discrimination:

- at work
- in education
- when using public services
- as a member or guest of a private club or association

You're legally protected from discrimination by the Equality Act 2010.

You're also protected from discrimination if:

- you're associated with someone who has a protected characteristic, for example a family member or friend
- you've complained about discrimination or supported someone else's claim

Reporting and Responding to Bullying

Section 89 of the Education and Inspections Act 2006 states that maintained schools **must** have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. At Holy Family Catholic Primary School we choose to include this information in an anti-bullying policy, which should be read alongside our behaviour policy. These measures **must** be communicated to all pupils, school staff and parents. The head teacher **must** follow through and adopt the policy and all students, parents and teachers should be notified of it once it has been decided.

Implementation

Within school we actively promote a culture where children can 'tell' in a supportive environment, without fear of reprisals. We are committed to the creation of positive and safe learning environments for all.

We are a telling school

If any child feels concerned about any issue they can approach any adult or trusted friend in our school to report the incident.

How do we know it's bullying?

All adults in school keep an account (electronic recording software called CPOMS) of any behaviour that is reported as bullying, no matter how small it may seem at the time. An investigation will take place through speaking to Midday Supervisors, parents and other children to find out exactly what is happening and to understand the nature of any incidents. This whole school approach helps us identify bullying.

CPOMS is used to record incidents of bullying.



Builds A Chronology

CPOMS allows you to quickly, easily and above all else securely record all of the information you have on a child in one place. The chronology around a student is built automatically and trends are much easier to spot than they would be on bits of paper. Members of staff from across school can add information to CPOMS allowing Senior Leaders to take appropriate follow up action thereafter.



Works Anywhere

CPOMS can be accessed from wherever you have an internet connection and will display neatly across all devices including tablets and smartphones. How often do busy members of staff get home in an evening and think that they should have recorded a key piece of information? With CPOMS they can do it there and then and have key members of staff alerted.



Powerful Reporting

It's no good having all of your information neatly stored if you cannot interrogate it. Reporting within CPOMS allows you to analyze your data with a few clicks of a mouse. Unlike many report builders, the system is intuitive and doesn't take any training. Needing summary numbers for the **Governors** or **Ofsted**? You have them, instantly!



Fully Customisable

CPOMS can be tailored to meet your school's exact needs. You decide what categories of information you would like to monitor and away you go. Want to add a new category? No problem, it can be done in seconds. You could record all of your **Child Protection** and **Safeguarding** information as well as recording notes about interventions for **Pupil Premium** Students or those with **SEN**.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and added to CPOMS, that member of staff will alert the Headteacher.
- The Head Teacher will interview all concerned and will record the action taken
- Class Teachers will be kept informed
- Parents will be kept informed – both the victim and the perpetrator.
- Consequences and sanctions will be used as appropriate and in consultation with all

parties concerned

- Proven bullying incidents will be logged as 'bullying' on the CPOMS system.

Lunchtime Supervision

All supervisory assistants will monitor children's behaviour. They have clear responsibility to report all incidents of behaviour to the class teacher and via the Headteacher through CPOMS.

If the situation is very serious the Head Teacher will be verbally informed immediately.

Proactive Strategies

Our school's proactive strategies include, but are not limited to:

- We are a listening and telling school. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed
- The issues of bullying will be raised annually in order to maintain awareness of the issue through school assemblies, participation in the national Anti-Bullying Week and as an integral part of our PSHCE curriculum
- This policy will be discussed with all pupils and made available to parents on the web site. This is to ensure that all pupils understand the school's policy of zero tolerance of bullying and their role in making it a success
- A pupils' version of the policy will be made available in the classrooms (see appendix one)
- The House Ambassadors will include bullying as an agenda item regularly
- Bullying will be addressed throughout the year within the PSHCE curriculum
- On a daily basis numerous, structured, lunchtime activities for all pupils to participate in will be provided the two appointed Play workers. The activities will encourage team work and cooperation.
- Anti-bullying training for Governors and relevant staff
- Become actively involved in new anti-bullying initiatives and strategies as they are made available
- Information about bullying will be given to the Governing body each term as part of the Head Teachers Report and shared with members of the teaching staff as and when deemed appropriate

Reactive Strategies – What we do if bullying takes place

Our school's reactive strategies include, but are not limited to:

- All incidents however small, are logged on CPOMS. The parents will be informed.
- A suitable sanction will be in discussion with the child and the parents
- Exclusion from enrichment activities or lunchtimes will be used where appropriate.
- Governors will be kept informed.
- Liaison with the primary behaviour team and the police may be necessary.

"We do not bully other children. Bullying is when one child or some children together hurt another child more than once. We do not hurt other children's bodies or feelings."



Tell an adult.

**Don't be a
bystander.**

Children have said bullying is

- **being called names**
- **being teased**
- **being pushed or pulled about**
- **having money and other possessions taken or messed about with**
- **having rumours spread about you**
- **being ignored and left out**
- **being hit, kicked or physically hurt in any way**
- **being threatened or intimidated**

This sometimes happens online or in messenger groups.



Anti-Bullying Advice for Lunchtime Supervisors and Volunteers

Bullying will always be investigated and acted upon for the following reasons:

- To ensure the safety and happiness of all.
- To help children to do their best at all times in school
- To create good examples for children to follow.

We are a telling school

How to recognise a cry for help

Children often give very few clues about being bullied. They may simply complain about being called names, being picked on, or being left out.

A sympathetic response is not always enough.

Members of staff need to enquire whether this sort of thing has happened before, how often, and over what period.

Skills of “active listening” need to be employed. (Don’t minimise – show empathy and understanding.)

Always report an incident to a class teacher because a previous incident may also be logged – it could indicate bullying.

The child may become withdrawn and is reluctant to say why. The child may appear tired, educational attainment may be suddenly reduced. There may be a reluctance to come to school or unusual poor attendance.

We will always follow up reports of unkind behaviour.