St Anne’s Catholic Primary School

Anti-Bullying Policy

The Painsley Catholic Academy
Better Together

‘Through our Catholic Faith we grow in the love of God and each other; we show respect in our words and actions; we serve our communities and the world; we learn to be the best we can be; becoming better together as children of God’

Painsley MAC Mission Statement

Introduction
St Anne’s Mission statement is:

“With Jesus in our hearts we learn and grow.”

The statement underpins the fact that we are committed to providing a caring, friendly and safe environment for all of our children so they can develop and learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our School as any form of bullying is a sign of a lack of respect for others. If bullying does occur, all children are able to inform key members of the community and know that incidents will be dealt with promptly and effectively.

St Anne’s is committed to the Government’s Anti-Bullying Charter and adopts a proactive approach to anti-bullying education, including dedicated PSHE time, School Council discussions, assemblies, RE guidance, a comprehensive online safety and anti-bullying programme of events and other cross-curricular approaches.

**Links with other policies**

This policy should be read in conjunction with other School policies, particularly:

1. Online Safety
2. Behaviour and Attendance (including Rewards)
3. Special Educational Needs
4. Safeguarding
5. Teaching and Learning
6. Equality
7. Keeping Children Safe in Education
8. Citizenship
9. PSHE
10. Staff Development
11. Staff code of conduct
12. Complaints Procedure
13. Health and Safety Guidance for St Anne’s Buses
14. Wellbeing Policy

**What is Bullying?**

Bullying is repeated behaviour which causes emotional or physical harm to another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** - pushing, kicking, hitting, punching or any use of violence
- **Racist** - Racial taunts, graffiti, gestures
• Sexual - Unwanted physical contact or sexually abusive comments
• Homophobic - Because of, or focussing on the issue of sexuality
• Verbal - Name-calling, sarcasm, spreading rumours, teasing
• Cyber - All areas of the internet, such as email & internet chat room misuse
  Mobile threats by text messaging & calls
  Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?
Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving.

We, as a School community, have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All directors, teaching and non-teaching staff, children and parents should have an understanding of what bullying is.
- All directors and teaching and non-teaching staff should know what the School policy is on bullying, and follow it when bullying is reported.
- All children and parents should know what the School policy is on bullying, and what they should do if bullying arises.
- As a School we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- All members of St Anne’s community understand that bullying will not be tolerated.

Signs and Symptoms

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

- is frightened of walking to or from School
- changes their usual routine
- is unwilling to go to School (School phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underachieve in School work
- comes home with clothes torn or books damaged
• has possessions which are damaged or "go missing"
• asks for money or starts stealing money (to pay bully)
• has unexplained cuts or bruises
• becomes aggressive, disruptive or unreasonable
• is bullying other children or siblings
• stops eating
• is frightened to say what's wrong
• regularly forgets their equipment (PE kit etc) (it may indicate that they are avoiding a particular space)
• if a child does not keep in touch with friends outside of school
• gives improbable excuses for any of the above
• is afraid to use the internet or mobile phone
• is nervous & jumpy when a cyber-message is received
• doesn't want to use or look at their phone or leaves it switched off
• does not want to use social media

School Systems and Procedures

All children are taught in single year groups and are taught the importance of respect for others, tolerance and empathy for others which plays an integral role in the messages that are delivered to children and the manner in which they treat each other as a child of God. The School runs a buddy scheme for Reception children. Kindness and respect are the foundation values of the Mission Statement and at the core of all experiences in the School. These values underpin everything that happens in our School.

An Online safety programme of events for staff and children is followed yearly. All children are keenly aware that bullying in any form is not tolerated. Data shows that bullying incidents are few in the School and that, where they do occur, they are dealt with swiftly and effectively. Children are supervised at all times and in all areas including lunch and break times. Physical violence is very rare. The School environment is clean and conducive to learning. The School environment fosters positive emotions with clear messages on positive behaviour.

All behaviour incidents including different categories of bullying are recorded centrally by all staff on the School MIS and follow ups to bullying incidents are also recorded. The data in this MIS is constantly monitored and scrutinised by senior Leads.

Professional development for all staff in safeguarding including on line safety and protection of children in vulnerable groups is prominent.

Procedures

If a child is being bullied, or suspects that another child is being bullied, they must:

1. Report the incidents to parents, staff or peers (record the incident on the MIS)
2. Once reported, the person concerned has a duty to inform the child class teacher.
3. In all cases of bullying, the incidents will be recorded, investigated (with all those concerned seen) and appropriate action taken by the Headteacher or Deputy headteacher.
4. In serious cases, parents of both the victim and the bully should be informed and will be asked to separately come in for a meeting to discuss the problem. Possible sanctions include detentions and exclusion from School.
5. If necessary and appropriate, police will be consulted.
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped immediately.
7. An attempt will be made to help the bully (bullies) change their behaviour.
8. Any evidence of further bullying will be treated very seriously, including the possibility of exclusion from School.
9. The School has a complaints procedure available via the School website.

Continuous Bullying Habits

The School will consider whether continuous bullying habits might be the result of unmet educational or other needs.

Children who exhibit continuous bullying habits will be supported through a variety of mechanisms such as:

- Pastoral Support Plan
- One to one support
- Counselling
- Referral to support workers such as the Parent Support Worker, EWO, School Nurse etc.
- Early Help action Plan
- Any other suitable intervention

Monitoring for Online safety

All e-communications used on the School site or as part of School activities off-site are monitored and restricted if necessary, and children are told not to respond to abusive emails, text messages or phone calls. Additionally, commercial chat rooms and other cyber sites are regularly monitored to ensure that no offensive material or comment is made about any member(s) of St Anne’s community.

Staff responsibilities

These include:

- teaching children safe internet etiquette
- applying School policy in monitoring electronic messages and images (as explained above)
- keeping up a dialogue with parents about emerging technologies their child might be using

Last reviewed February 2020
Next review date February 2022
• ensuring parents know what steps to take if they suspect their child is being cyber-bullied or is bullying someone else

Advice for parents and children

Parents are advised to use parental control software, and their children to use moderated chat rooms. Parents are encouraged to contact the School if their child experiences problems with cyber-bullying.

Young people are advised not to respond to abusive emails, text messages or phone calls, but to tell an adult (preferably a parent or teacher) and to contact their service provider for advice on how to block calls. They should keep emails and texts as evidence for tracing and possible police action.

This policy recommends that young people keep to public areas of chat rooms and never give out contact details online or post photographs of themselves.

Monitoring, Evaluation and Review of this Policy

Senior leaders will monitor this policy on an on-going basis. Evaluation procedures include regular discussion at School Council, Middle Leader, Leadership Group and Director level. Daily monitoring of bullying takes place via class teachers and senior leaders. This is facilitated by easy access to bullying data / incidents via the SIMs homepage. Monthly reports on the number of bullying incidents and the categories that they fall into are produced so that data can be analysed over time. Anti-bullying questionnaires are distributed to all children bi-annually. The analysis of the results of these surveys will be discussed within the wellbeing committee and senior leadership group. Parental comments regarding the policy are welcome at any time and will be sought at Parent voice meetings where anti-bullying will appear as an agenda item. An annual report to Directors is produced on the implementation of this policy.

This policy is reviewed bi-annually by the anti-bullying committee which includes involvement from Directors, staff, children and parents. The policy is then shared with the School community via the School website. Any important amendments are advertised to all parties via the School newsletter and parents receive a personal letter indicating the details of any changes.

Bullying can affect physical and emotional health, both in the short term and later in life. It can lead to physical injury, social problems and emotional problems. Those who are bullied are at increased risk of mental health problems and problems adjusting to school. Bullying also can cause long-term damage to self-esteem. This is why this policy is used in conjunction with the wellbeing policy.

Any child who is identified as being bullied and is vulnerable to mental and emotional problems will be monitored closely by the wellbeing and safeguarding leads.
APPENDIX A – ADDITIONAL GUIDELINES

IF WE COME ACROSS BULLYING WHAT CAN WE DO?

First Steps: Do
- remain calm, you are in charge. Reacting emotionally may add to the bully’s fun and give the bully control of the situation,
- take the incident or report seriously,
- take action as soon as possible,
- consider if the action needs to be private or public; who are the children involved?
- reassure the victim(s), don’t make them feel inadequate or foolish, - offer concrete help, advice and support to the victim(s).

Make it plain to the bully that you disapprove.
- encourage the bully to see the victim’s point of view, - punish the bully if necessary,
- explain clearly the punishment and why it is being given.

Involving others:-
Do
- inform the Emmaus Tutor, Head of Year / Pastoral Lead, Assistant Principals / Vice Principal / Senior Vice Principal / Principal,
- inform colleagues if the incident arose out of a situation where everyone should be vigilant, e.g. unsupervised toilets,
- if the Head of Year / Pastoral Lead etc. think the incident is serious enough, both sets of parents will be informed,
- the Head of Year / Pastoral Lead will record the incident on SIMs (simply who was involved, where and when it happened, what happened, action taken and any follow up).

IF WE HAVE TO DEAL WITH BULLYING, WHAT SHOULD WE AVOID?

DO NOT:
- be over-protective and refuse to allow the victim to help him/herself,
- assume that the bully is bad through and through; try to look objectively at the behaviour, with the bully,
- keep the incident a secret because you have dealt with it,
- try to hide the incident from the parents of the victim or of the bully,
- call in parents without having a constructive plan to offer either side.