# Anti-Bullying Policy

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<td>Full Governing Body</td>
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<td>Signed: Head</td>
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St Mary’s Catholic Primary School (Maltby)
Anti-Bullying Policy

Introduction

St. Mary’s recognises there is a need to safeguard the welfare of all those within the school community and to encourage a culture of co-operation, acceptance and harmony both within and outside of school.

Maintained schools have a statutory duty to promote children and young people’s wellbeing and statutory responsibilities to provide a curriculum that is broadly based, balanced and meets the needs of all pupils. Under section 78 of the Education Act 2002 and the Academies Act 2010 such a curriculum must: promote the spiritual, moral, cultural, mental and physical development of pupils at the school and of society, and prepare pupils at the school for the opportunities, responsibilities and experiences of later life.

We are committed to providing a caring, friendly and safe environment for all pupils so they can learn in a relaxed and secure atmosphere. We have high expectations of all pupils, staff and parents and strive to create a school community in which all children can fulfil their potential.

Bullying of any kind is unacceptable at St. Mary’s. If bullying does occur, all incidents will be dealt with promptly and effectively. The school actively implements its anti-bullying policy and has clear pathways for reporting, which are known to all members of the school community. All reported incidents will be actioned by our Anti-Bullying Co-ordinator, Caroline Malley, Deputy Head.

We celebrate diversity and promote cohesion within our community.

This policy should be read in conjunction with the Behaviour Policy and reflects the following guidance:

OFSTED Guidance for inspecting schools under the common inspection framework from 2019, including the clarification document for schools.

What is Bullying?

There is no legal definition of bullying. However, we have adopted the Anti-Bullying Company’s definition for the purpose of this policy and its application at St. Mary’s.

‘Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.’ Anti-Bullying Alliance

The following are examples of bullying behaviours

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Written e.g. ridicule through drawings and writing
- Incitement e.g. encouraging others to bully
- Extortion (demanding money/goods with threats)
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)
- Damage to Property e.g. theft of bags, tearing clothes, ripping books
- SEND (Special Educational Needs & Disability)
- Online/Cyber e.g. inappropriate texting/emailing. (A type of bullying that happens online or through text messages or emails. It includes posting rumours on sites like Facebook, sharing embarrassing pictures or videos, and making fake profiles or websites.)
- Sexting (Definition: images or videos generated by children under the age of 18, or of children under the age of 18 that are of a sexual nature or are indecent.)

DfES See full guidance document ‘Sexting in schools: advice and support around self-generated images. What to do and how to handle it’ [http://www.naace.co.uk/esafety/sexting](http://www.naace.co.uk/esafety/sexting)

There are two parts to this guidance and ideally they should be read together. The guidance has been designed and developed to enable schools to act swiftly in the case of an incident (Part 1) and to be able to access background information and support (Part 2).

What we will do as a school

- Ensure the whole school community has an understanding of bullying and its consequences
- Appoint a designated member of staff as anti-bullying officer.
- Appoint an Anti-Bullying Governor
- Ensure that there are clear and consistent pathways for reporting incidents of bullying which are known to all members of the school community. (See Appendix 1)
- Develop a preventative approach to bullying. Students will be encouraged to recognise that not only do they have rights; the choices they make bring responsibilities.

Strategies we may use for a preventative approach

- Teaching through curriculum – Universal Prevention approach
- Assemblies
- Anti-Bullying Ambassadors
- Peer mediation
- Circle of Friends
- Circle Time
- Support from external agencies
- Participation in National Anti-Bullying Week

How we will educate the school community

- Emphasise through all aspects of the whole school ethos and curriculum that bullying will not be tolerated.
- Ensure that the anti-bullying officer and governor attend appropriate training and development.
- Provide training opportunities for the whole school staff body.
- Ensure that students learn to recognise, respect and value the differences between groups of people within the school community (Social, Moral, Spiritual and Cultural education via the curriculum and links to British Values).
Appendix 1. St. Mary's procedure for reporting and dealing with bullying

1. Child/YP is bullied

Bullying concern is reported to the school by another pupil, parents or members of the school community.

Target personally reports bullying.
E.g.: Use of worry box/directly to adult/peer supporter in the school.

2. Designated adult leads discussion/interview with all parties
   - Parents informed
   - Short Term review
   - Feedback to parents

3. Agreed actions/strategies delivered by ‘trained’ school staff or approved external agency. e.g.
   - Restorative Justice
   - Mediation/counselling
   - Anger management training and self help
   - Peer Support/Buddy Support
   - External Agencies (e.g. Early help)

Incident resolved/bullying stops OR Step 4.

5. Meeting takes place between the target and appropriate adult in the school.
   - Support the CYP
   - Clarify the facts and record on CPOMS
   - Suggested ways forward agreed
   - Short review time agreed
   - Sanctions imposed in line with the school Behaviour Policy

Not resolved:
4. If issue unable to be resolved internally by school:
   - HT and Chair of Governor inform seek advice from LA/Academy Sponsor
   - Parents should, if requested be given a copy of school’s own complaint procedure.
Appendix 2. Support Agencies we may consult

Rotherham School Improvement Service
healthyschools@rotherham.gov.uk
Telephone: 01709 334005

The Anti-Bullying Company
(Ann Foxley-Johnson)
theantibullyingco@gmail.com

RLSCB Learning & Development Officer, Rotherham Local Safeguarding Board
(Sherran Finney)
sherran.finney@rotherham.gov.uk

Rotherham Educational Psychology Service
l.morris@rotherham.gov.uk

Rotherham LGBT Youth Group
A safe, secure and confidential place for LGB&T young people aged 13 to 19 to meet.
(Russell Oxley)
russell.oxley@rotherham.gov.uk
Telephone/Text: 07748 143280

Head of Inclusion (SEND)
Paula Williams
p.williams@rotherham.gov.uk

Rotherham MIND
Rotherham & Barnsley Mind is committed to promoting good mental health and emotional well-being by providing high quality support in a variety of settings.
http://www.rbmind.co.uk/
Telephone: 01709 554755

Safe Havens
A young person’s mental health and emotional well-being support service, which is available to young people, aged 11-16 at some Rotherham Secondary Schools and Young People’s Centres.
www.safehavens.org.uk

External Agencies

Anti-bullying Alliance
The alliance brings together over 60 organisations into one network with the aim of reducing bullying.
Their website has a parent section with links to recommended organisations who can help with bullying issues.
www.anti-bullyingalliance.org.uk

Kidscape
They equip young people, parents and professionals with the skills to tackle bullying and safeguarding issues across the UK.
www.kidscape.org.uk
Telephone: 020 7730 3300

Childline
Advice and stories from children who have survived bullying.
www.childline.org.uk
Telephone 0800 1111

Bullying Online
www.bullying.co.uk
The Diana Award
Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.
http://www.antibullyingpro.com/

The BIG Award
The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively.
http://www.bullyinginterventiongroup.co.uk/

Ditch the Label
One of the UK’s largest and most ambitious anti-bullying charities. They provide support to thousands of young people aged 13-25 through their work and partnership with schools, colleges, parents/guardians, young people and other youth organisations.
http://www.ditchthelabel.org/

Online Bullying
Think U Know
Resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.
www.thinkyouknow.co.uk

ChildNet International
Specialist resources for young people to raise awareness of online safety and how to protect themselves
http://www.childnet.com/

Digizen
Provides online safety information for educators, parents, carers and young people.
Advice on Child Internet Safety 1.0: The UK Council for Child Internet Safety (UKCCIS) has produced universal guidelines for providers on keeping children safe online.

Cyberbullying.org
One of the first websites set up in this area, for young people, providing advice around preventing and taking Action against cyberbullying. A Canadian based site.
www.cyberbullying.org

Chatdanger
A website that informs about the potential dangers online (including bullying) and advice on how to stay safe while Chatting.
www.chatdanger.com

Know IT All for Parents
A range of resources for primary and secondary schools by Childnet International. Has a sample family agreement.
www.childnet-int.org/kia/parents

Sexting: “Cyberbullying”
A qualitative study of children, young people and ‘sexting’ a report prepared for the NSPCC 2012.
SEND
Anti-bullying Alliance SEND programme of resources. Advice provided by the Anti-bullying Alliance for school staff and parents on issues related to SEND and bullying.
http://www.anti-bullyingalliance.org.uk/send-programme

Mencap
Represents people with learning disabilities, with specific advice and information for people who work with children and young people.
www.mencap.org.uk

Changing Faces
Provide online resources and training to schools on bullying because of physical difference.
https://www.changingfaces.org.uk/

Racism
Show Racism the Red Card
Provide resources and workshops for schools to educate young people, often using the high profile of football, about Racism.
http://www.theredcard.org/

Kick it Out
Uses the appeal of football to educate young people about racism and provide education packs for schools.
www.kickitout.org

Anne Frank Trust
Runs a school’s project to teach young people about Anne Frank and the Holocaust, the consequences of unchecked prejudice and discrimination, and cultural diversity.
www.annefrank.org.uk

Parents
Parentline Plus
Advice and links for parents
www.parentlineplus.org.uk
Telephone: 0808 800 2222

Parents Against Bullying
Telephone: 01928 576152