

# HOLY SOULS CATHOLIC PRIMARY ANTI-BULLYING POLICY

## Introduction

This policy statement outlines the prevention and management of bullying within our school.

## Rationale

- Holy Souls School welcomes you.
- Holy Souls School is a place where we pray together.
- Holy Souls school is a place of learning.
- Holy Souls School is a place where everyone is important.
- Holy Souls School is a place where we care.

## Definition:

Bullying is when another person or persons subject a person to repeated aggressive acts over a period of time. It can involve physical or verbal attacks, name-calling, malicious gossip, damaging or stealing the property of a victim, deliberate social exclusion or coercing a victim into acts that they do not wish to do. Repeated teasing which causes stress can also be classed as bullying.

If a victim feels that they are being bullied, this is enough for the incident to be investigated and should always be taken seriously.

## Implementation

- All incidents of bullying should be reported to the Head teacher.
- Respect for other people, caring for others and nurturing all play a large part in the Catholic ethos of the school.
- Pupils will be made aware that bullying is considered to be completely unacceptable at our school and the message will be reinforced during Collective Worship and related curriculum subjects.
- Non-aggressive, caring, considerate behaviour is encouraged and rewarded in the school.
- Y6 children take responsibility for the protection of younger children in school through the prefect and play partners known as 'faith friends'.
- The school's policy on bullying is made known to parents in the school prospectus and on the school web site.

- Parents will be encouraged to support the policy and be aware of the procedures to be followed if they wish to report incidents of bullying at school.
- Parents will be encouraged to inform the headteacher at an early stage if they suspect their child is involved in bullying, either as a bully or as a victim.
- The parents of pupils found to be responsible for persistent or serious bullying will be informed and interviewed as soon as is practicable to enlist their support and to warn them of the sanctions which will be applied if the bullying persists.
- The ultimate sanction for bullying will be exclusion from school.
- All staff involved with the supervision of children should observe and be made aware of the social relationships between individuals and take action as soon as they suspect someone is being bullied.
- New arrivals to school will be carefully monitored to ensure they settle and are happy.
- Children who complain of being bullied and those accused of bullying, will be listened to and the matter will be carefully investigated.
- Pupils who are subjected to bullying will be given the opportunity to discuss the problem and report incidents to a member of staff of their choice, in such a manner that other children are not aware, as long as the headteacher is kept informed.
- The children's awareness of bullying will be raised through the curriculum as part of the cross curricular field of Personal and Social Education and other areas such as Health Education, Reading, Drama and Art.

### **General Principles**

- It is of fundamental importance that all pupils have equality of opportunity of protection from bullying.
- Whenever possible, positive educational measures, both to support the victims of bullying and to stop pupils bullying will be utilised.
- This policy is applied consistently by all staff to which it is relevant and should be seen as building upon the school's positive behaviour policy.

## Complaints Procedure

Complaints regarding the school's handling of bullying should be directed, in the first instance, to the headteacher. If this does not resolve the problem, the matter should then be referred to the chair of the governors who will convene a meeting of a specially appointed committee of the governors to hear and deal with the complaint.

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all pupils to come to school and to enjoy a happy and secure environment. Parents, pupils and staff should be left in no doubt that bullying, in all its forms will not be tolerated.

1. All staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying.

If bullying does occur:

- Pupils are encouraged to find the help of an adult they trust and to stay where there are plenty of other pupils about and where an adult can see them.
  - In the first instance, staff will deal with incidents of bullying in the classroom and then report instances of bullying to the Senior Management Team who will take action where deemed necessary. This may include discussing with the whole staff or an individual teacher, establishing additional strategies to overcome the difficulties caused by bullying and discussing with those pupils involved within a peer group support approach.
2. Pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against our school's mission and the school rules.
  3. Pupils who have bullied need to know that these actions are not tolerated and should find ways to make amends through negotiation and discussion with the staff of the school.

If bullying persists:

- The bully, or groups of bullies, will be withdrawn from the playground or classroom for a period of time and their parents will be informed of the action that has been taken.
- Their behaviour will be monitored for a period of time so as to enable the school and home to work together to overcome problems.
- Ultimately, an exclusion from school may be given if the bullying behaviour does not stop – in line with the school's exclusion policy.

### **THE ROLE OF GOVERNORS**

The governing body supports the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

### **THE ROLE OF THE HEADTEACHER**

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all children now know that bullying is wrong and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments.

The headteacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **THE ROLE OF THE TEACHER**

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Classroom staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

If adults witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied, then after consultation with the headteacher, the class teacher informs the child's parents.

If adults become aware of any bullying taking place between members of a class, they deal with the issue immediately. This may involve counselling and support for the victim of the bullying through the peer support group approach, and the sanctions for the child who has been carrying out the bullying.

We spend time talking to the child who has bullied. We explain why the action of the child was wrong and we endeavour to help the child change their behaviour in future.

If a child is repeatedly involved in bullying other children, the headteacher is informed. The child's parents are invited into school to discuss the situation. In more extreme cases, for example, where these initial discussions have proven ineffective, the headteacher may need to contact external support agencies.

## **THE ROLE OF THE PARENTS**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

## **MONITORING AND REVIEW**

This policy is monitored on a day to day basis by the head teacher, who reports to governors about the effectiveness of the policy on request.