

ST. PETER'S R.C. PRIMARY SCHOOL



Anti-Bullying Policy

St Peter's RC Primary School Anti-Bullying Policy outlines what our School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

Our school:

- Discusses monitors and reviews our anti-bullying policy on a regular basis.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹

A Definition of Bullying:

Different people within a school community may define bullying in different ways. Therefore, it is important to have a common definition of bullying that everyone in school understands and accepts.

At St Peter's we believe that,

Bullying is "Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally".

Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.²

Bullying or falling out? :

Research by Child line has shown that the bully tends to focus on the younger, smaller, timid child whom they perceive as different. A 'bossy' child will boss whoever is around at the time and will, in time, grow out of their bossiness as they become more self-controlled and learn social skills of negotiation and compromise. By contrast, the bully increasingly relies on force and threat. Similarly, there are instances when children disagree and fall out, resulting in name-calling and telling tales. Such behaviour, while unacceptable, does not constitute bullying.

Action to Combat Bullying:

Staff at St Peter's are informed that they must investigate every incident or complaint. Often, if it is not bullying, it can be sorted out quickly to everyone's mutual satisfaction. The emphasis is placed on vigilance by staff and other adults to ensure that bullying, in its understood form does not take place. Allegations of bullying are taken seriously and action is taken.

It is important for both victims and witnesses to recognise that the notion of 'telling' is not 'sneaking'. Silence and secrecy nurture bullying.

There is no such thing as a typical bully and it is important that we do not have any preconceptions; otherwise we will not recognise bullying. However, there are typical characteristics of bullying:

- Bullies tend to have assertive, aggressive attitudes over which they exercise little control.
- Bullies tend to lack empathy; they cannot imagine how the victim feels.
- Bullies tend to lack guilt; they rationalise that the victim somehow deserves to be bullied.
- A successful bully will carry on bullying.

Where bullying does occur, the school will ensure that the victim is supported. Since the school encourages children not to keep silent and a child has had the courage to speak out, we will take steps to stop the bullying from continuing.

While we recognise that those who bully need our help also, they must learn to accept the consequences of their actions. If necessary, parents will be invited to discuss incidents with the Headteacher and a constructive plan of action will be drawn up.

Bullying is discussed with the children during PHSE, Circle Time, Assemblies and the Annual Anti-Bullying week so that all are aware of what bullying is, and that it will not be tolerated. Within the school there are a variety of resources on the handling of bullying which give suggestions and strategies that may be used should bullying become a serious problem.

The school will work with staff and outside agencies to identify all forms of prejudice-driven bullying. This will take the form of staff training to identify and follow school policy and procedures on bullying.

Forms of bullying covered by this Policy

Bullying related to race, religion or culture.

Racism in any form related to the individual characteristics of a child is a reference not only to the child but also, by extension, to their family and indeed more broadly, their ethnic community as a whole

Incidents can include:

- verbal abuse by name calling, racist jokes and offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- bringing racist leaflets, comics or magazines
- inciting others to behave in a racist way
- racist graffiti or other written insults – even against food, music, dress or customs
- refusing to co-operate in work or in play

Bullying related to special educational needs.

Pupils with **Special Educational Needs** or **disabilities** may not be able to articulate experiences as well as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific difficulties or disability.

Bullying related to appearance or health conditions.

Those with health or visible medical conditions may be more likely than their peers to become targets for bullying behaviour. Perceived physical limitations, such as size and weight, and other body image issues, can result in bullying, and obvious signs of affluence (or lack of it) can also be exploited ruthlessly with severe consequences.

Sexist or sexual bullying. Peer on peer abuse.

Sexual bullying impacts on both genders. Boys are also victims - of girls and other boys.

In general Sexual bullying is characterised by:

- Abusive name calling
- Looks and comments about appearance, attractiveness, emerging puberty
- The use of homophobic language
- Inappropriate and uninvited touching
- Sexual innuendoes and propositions
- Pornographic material, graffiti with sexual content
- In its most extreme form, sexual assault. **(A case of proven sexual assault is likely to lead to the exclusion of the perpetrator.)**

Bullying of young carers or looked after children or otherwise related to home circumstances.

Children may be made vulnerable to bullying by the fact that they provide care to someone in their family. Young carers may be taking on practical and emotional caring responsibilities that would normally be expected of an adult. Research has highlighted the difficulties young carers face, including risks of ill-health, stress and tiredness, especially when they care through the night. Many feel bullied or isolated. Children in care may also be vulnerable to bullying for a variety of reasons, such as their not living with their birth parents or because they have fallen behind in their studies.

Cyber bullying.

It's very upsetting to get abusive emails, instant messages and to have nasty websites set up to invite people to post offensive remarks.

There are ways that people who send emails can be tracked by internet service providers and the police. All emails carry information which shows the path the email has taken to get to your computer.

If a pupil is named on an abusive message board or website they are encouraged to let the school know and we will give information on how to report the incident.

Sending abuse by email or posting it into a web board can be harassment and if this has happened parents or carers are encouraged to make a complaint to the police.

Our ICT policy outlines 'Rules for Responsible Computer/Internet Use In School.

St Peter's RC Primary School is proactive in its policy to combat bullying.

- Victims are encouraged to report incidents.
- Witnesses should report what they have seen, in confidence if they so wish
- Action should be taken quickly
- Children at risk should be followed up and monitored.
- We recognise that our greatest resource is the vast majority of children who find bullying unacceptable.

Bullying of any kind will not be tolerated at St Peter's School. Any reported incident will be investigated and appropriate action will be taken. Agreed procedures to deal with unacceptable behaviour set out in the school's code of conduct will be followed.

Guidance for all staff. Code of Conduct: Agreed procedures for dealing with acts of bullying and unacceptable behaviour

If you come across or have bullying reported to you:

- Remain calm, you are in charge.
- Take the incident or report seriously.
- Investigate fully and take action as quickly as possible.
- Reassure the victim and offer constructive help.
- Encourage the perpetrator to see the victim's point of view.
- If appropriate, use sanctions in line with school procedures. However, take care, as to react aggressively or punitively can give the message that it is all right to bully if you have the power.
- Explain clearly the sanction and why it is being given
- Inform the Headteacher
- Once the incident has been determined as an act of bullying complete 'Bullying Incident Form' and return to Headteacher.

If unacceptable behaviour persists, then the Headteacher will inform the child's parents and, between them, a constructive plan of action will be drawn up. Often, the perpetrator needs as much help as the victim.

Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

Procedures for monitoring and evaluation of policy

The school will monitor and evaluate bullying by:

- Keeping records of all incidents
- A range of data from pupil surveys
- Parental complaints
- Discussions at staff meetings

Anti-Bullying Policy Information for Parents



Within our school preventing and tackling bullying is a high priority. Our school values reject bullying behaviour and promote co-operative behaviour.

Steps to follow if you feel your child is being bullied at School.

- Familiarise yourself with the School's Anti-Bullying Policy
- Tell your child that bullying is not acceptable behaviour and that you will do what you can to get the bullying to stop.
- Listen to your child's fears, reassure your child that it is not their fault and that this is not something that they will face alone.
- Let them know that you will help them.
- Don't pressurise them to talk to you.
- **Contact the school to report your concern.**
- Keep a bullying report - keep records and written details of incidents and if known, the names of perpetrators.
- **Keep the school inform if the situation does not improve.**

Parents can access useful independent advice from

EACH - Educational Action Challenging Homophobia

A national, charitable organisation, set up to challenge homophobia, specifically homophobic bullying, through education.

Beat Bullying

An anti-bullying website for young people.

Bullying UK

Help on all forms of bullying - at school, cyberbullying, racism, homophobia, bullying in sport etc.

Kidscape

Anti-bullying helpline for parents.

STANCE

The comprehensive resource pack for addressing homophobic bullying.

The school will always work in partnership with parents to solve behaviour problems. However, the school reserves the right to use short-term or permanent exclusion as an ultimate sanction for persistent or seriously unacceptable behaviour.