



English Martyrs Catholic Primary School
"where everyone is special"



P46: Anti-Bullying Policy

Mission Statement

With Christ at the heart of our Catholic community,
our mission is to:

- ✘ nurture the potential in each individual,
- ✘ celebrate achievement,
- ✘ and develop an awareness of service
to God and each other

Adopted by the school: November 2015

Review: As needed

Introduction

It is a Government requirement that all schools have an anti-bullying policy. The DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to).

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that anyone who knows that bullying is happening is expected to tell the staff. This is in keeping with our ethos, which expects a degree of shared responsibility from everyone in the school.

What is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time; that intentionally hurts another individual, or group, either physically or emotionally.

In other words at English Martyrs it is considered to be, "unacceptable behaviour done repeatedly, purposely and with intent."

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any kind 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 bullying: All areas of internet, such as email and internet chat, Instagram, Snapchat, Twitter, Facebook misuse, mobile threats by text messaging and calls. Misuse of associated technology, ie camera and video facilities, I-Pad, Games consoles, tablets.

All pupils, parents and adults in the school should know that bullying is a behaviour which uses verbal or physical behaviour with the intention to cause emotional or physical harm to another person.

Any member of the school community can be a victim of bullying. Bullying can be direct-physical or verbal or physical behaviour with the intention to cause emotional or physical harm to another person.

Any member of the school community can be a victim of bullying. Bullying can be direct-physical or verbal.

A simple way that children are taught to remember about how to respond to bullying is:

Several Times On Purpose, Start Telling Other People.

Differences between bullying behaviour and poor behaviour and aggression that is not deemed bullying:

- The key difference is the regularity and pattern. Very serious behaviour which will be dealt with under the Behaviour Policy may not be bullying for this very reason.
- It is important that parents, staff and pupils understand the differences so that incidents can be dealt with appropriately.

Bullying is not:

It is important to understand that bullying is not an odd occasion of falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling

or childish trick. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Why do we tackle Bullying?

We tackle bullying because bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. This not only includes every child in the school, but also every member of the school community. Pupils who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly, appropriately and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying and Racial Abuse is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils 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. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying or Racial Abuse will not be tolerated.

Signs and Symptoms

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

- is frightened of walking to or from school
- doesn't want to go on a public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- 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
- school work suddenly and unexpectedly deteriorates
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts and bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- bed wetting

- sleep walking
- graffiti that is insulting to pupils
- poor attendance
- change in pupils behaviours eg angry, volatile, withdrawn

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. We are aware that pupils with disabilities and or Special Educational Needs can be more prone to bullying.

Procedures

1. Report bullying incidents to staff. In the case of racist bullying, this must be reported to the headteacher.
2. Incident is investigated objectively talking to all parties concerned.
3. Incidents deemed as 'bullying' and not accidental injuries or any deemed as 'rough' or 'careless' play will be recorded in the Bullying Log.
4. Racist or Homophobic bullying should be recorded on the Racism Log.
5. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
6. If necessary and appropriate, police will be consulted.
7. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
8. The victim will have the opportunity to speak directly to the bully if they wish to express how they are feeling.
9. The child committing the bullying will have a suitable punishment in school given. In severe cases parents will be informed.
10. Support systems will be put in place to support the victim.
11. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

School specific approaches

The ultimate aim is to stop the bullying. We want the victim to feel secure and protected and (eventually) for them to be able to forgive the aggressor.

As honesty and truthfulness are greatly valued in the school we would expect the perpetrator to acknowledge their actions, be aware of the deep impact that it may have had and seek forgiveness.

- Bullying is a very emotive topic. All staff must take the matter very seriously. No one must ever dismiss any report with a comment such as, 'go away and ignore it'. It is important to listen to as many viewpoints as possible. Do not assume that just because a child has bullied before that they are always guilty. Children do make 'mistakes' and not all of them are accidental. Recollections of incidents quickly become confused. Do not rush to judgement.
- The school operates a wide range of initiatives to combat, minimise and eradicate bullying and its effects. Many of these have taken years to embed and are very subtle and linked to the ethos of the school.
- The Head Teacher makes herself available and accessible over the lunch break. The Head Teacher will deal with most instances of bullying.
- The aggressor will be advised of the effect their actions are having and the inappropriateness in our Christian setting. A loss of play or other privileges are likely to result and parents may be informed. The ultimate aim is that both leave the incident fully resolved and without any bad feelings or further recriminations.

- With minor issues, a little humour may be appropriate. In more serious cases, once the victim has been reassured, they may be offered advice on how to deal with the situation by being more assertive.
- Where property goes missing the school has found it effective for the Head Teacher to address the class directly and appeal to the better nature of the children. It is rare for this simple method to fail and in most cases the perpetrators quietly own up. This is such an accepted practice that it would be unusual for children to claim that any belongings had been stolen.
- The Head Teacher will maintain a record of all reported cases of bullying with a note of what action resulted.

Peer Mediation

Peer Mediation has been taking place in an informal way for many years. As from May 2004 the system has been formalised with training for all staff provided by Warwickshire' Pupil Referral Unit. Annually pupils in Year 6 are trained to deal with situations in the playground with the aim of trying to reduce the tension immediately but at the same time learning essential life skills.

Advice to Parents

Parents must not attempt to sort the problem out themselves by speaking to the child whom they think may be having inappropriately towards their child or by speaking to their parents. They must not encourage their child to be a 'bully' back. Both of these things will only make the problem much harder to solve.

Outcomes

- The bully (bullies) will be asked to genuinely apologise and other consequences will then take place, eg class/break time exclusions.
- If possible the pupils will be reconciled.
- If appropriate bully (bullies) will be excluded from various extra-curricular activities and positions of responsibility which are earned through good behaviour.
- Internal exclusions will be considered where a pupil is withdrawn from the classroom and placed in isolation in the school building with an adult supervising them. Parents will be informed if their child has had an internal exclusion and the reasoning why.
- In serious cases, fixed-term or even permanent exclusion will be considered in agreement with parents or carers.

Prevention

- Discussion about school rules
- Many reward systems
- Signing a home/school agreement
- Whole school approach to anti-bullying week
- PSHE lessons
- All children aware of the need to tell, not to be a bystander
- E Safety and cyber bullying assembly
- Peer Mediation
- Ethos and values of English Martyrs means that all staff actively encourages children to have respect for each other and for other people's property. Good and polite behaviour is acknowledged and rewarded.
- Various circle time activities.
- Working with outside agencies

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)
 Children's Legal Centre
 KIDSCAPE Parents Helpline (Mon-Fri, 10-4)

020 73548 321
 0845 345 4345
 0845 1 205 204

Parentline Plus
Bullying Online

0808 800 2222
www.bullying.co.uk

Visit the Kidscape's free booklets "Stop Bullying", "Preventing Bullying" and "You can Beat Bullying", send a large (A4) self-addressed envelope (marked "Bully Pack") with 6 first class stamps to:

Kidscape
2 Grosvenor Gardens
London
SW1W 0DH