



## St Godric's Catholic Primary School Anti-Bullying Policy

*We love, value and respect each other.*

'The best interests of the child must be a top priority in all things that affect them'.  
*Article 3 of the United Nations Convention on the Rights of the Child.*

'Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.'

*Article 19 of the United Nations Convention on the Rights of the Child.*

### **Statement of Principle**

At St Godric's Catholic Primary School, we aim to provide an environment that is both safe and secure, in which children may develop and grow positively to achieve their full potential. Therefore, we believe that all of our children are entitled to be treated with respect and understanding, and to participate fully in school life without experiencing intimidation. Bullying prevents this entitlement from being met and as such causes inequality of opportunities. It is the responsibility of all members of our school community to prevent this from happening.

We understand the importance of listening, and aim not only to actively listen to the children and young people in our care, but also to act accordingly on information imparted to us. In this way, we hope to ensure that a safe, secure and positive environment is maintained.

### **Definition:**

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

DfE – What is bullying? July 2013

Types of bullying may include:

- Physical
- Verbal
- Emotional
- Cyber-bullying
- Prejudice related bullying eg:
  - ✧ *Racist*
  - ✧ *Homophobic*
  - ✧ *Sexual*
  - ✧ *Disability and SEN*

✧ *Young Carer related or looked after children*

This anti-bullying policy applies to pupils, parents and members of staff.

Our School Council and Anti Bullying Ambassadors defined bullying in January 2014 as:

*Bullying is when someone hurts you repeatedly. It can take many different forms but the types that we understand are: verbal, cyber and physical and it is definitely wrong!*

This policy interacts with the school policies on Safeguarding, Equality and Online Safety including the Acceptable Use Policy.

### **St. Godric's Catholic Primary School is a Telling School**

Pupils can either report bullying incidents through:

- Y6 Buddies
- Class councillors
- Head Boy and Head Girl
- Pupils are encouraged to tell anybody they trust if they are being bullied or if they feel someone else is being bullied, and if the bullying continues, they must keep on letting people know. They are continually reminded that, 'We are a **telling** school'.

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 personally or via email to voice their concerns.

We aim to build an anti-bullying climate in school, therefore increasing understanding for the victims of bullying.

We use CPOMS (Child Protection Online Monitoring System) to record all incidents. Incidents are recorded by staff and key members of staff are made aware of the events. It is expected that only the child's parents, key members of staff or any external agencies involved in work with the children as a result of the incident will be able to access this information.

These are monitored closely by the Headteacher to identify potential patterns in children being bullied/bullying, timings of the school day, particular days in which it occurs. This record of events also enables staff to monitor whether an intervention has been successful.

When an incidence occurs at St Godric's, we seek information from both individuals/groups of children which is recorded, and both parties are listened to carefully. This information is recorded on CPOMS which is kept in the Headteacher's office. Once the full series of events has been collated and recorded and the pupils agree to the records, then the parents are invited into school to discuss the series of events that have occurred. The parents will meet with the key member of staff who has been dealing with the issue. This may be the class

teacher, the Headteacher or both, depending upon the severity of the incident. Parents are expected to support the school in the decisions taken in order to ensure that there is a positive outcome for everyone. Their opinions are also recorded and taken into consideration.

Support for both groups of children will be provided. This may take the form of a group programme such as the 'Getting Along Programme' or an individual intervention such as 'Talkabout' or 'Think Good Feel Good'. These will be delivered by a member of staff who has received the appropriate training.

Sanctions for the bully will be imposed which may range from missing playtimes or report cards to a permanent exclusion for serious cases.

If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents promptly. Parents are encouraged to report any problems at home to the class teacher or Headteacher in order for staff to be aware and have an understanding of any underlying issues that may result in bullying incidents.

If bullying continues after sanctions have been imposed and the child has not responded to an intervention programme then parents will be invited in again to discuss a way forward which all parties agree will have an impact.

As a school we strive to encourage the bully to see the impact of his/her behaviour upon another child and visualise how it might feel if it was themselves. Parents will be invited back to review the programme implemented and discuss the next steps to be undertaken.

Any child who has been bullied or has bullied another child will be closely monitored by all members of staff, including the class teacher, lunch-time supervisors and teachers on duty. The Headteacher will be fully informed about all developments. Teachers will continue to work with pupils through PSHCE lessons using SEAL, BIG and CEOP resources.

The Incident Log via CPOMS will be carefully monitored to check for reoccurrences or patterns in behaviour or events.

### **The role of Governors**

The Governing Body supports the Headteacher in all attempts to prevent bullying from occurring in our school. The Governing Body will not tolerate any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The Governing Body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher 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. There is a member of the governing body in the MAD (Make a Difference) group – Mrs Gillian Twedde.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. 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**

The Headteacher strives to promote positive behaviour at all opportunities through good teacher/pupil relationships and the use of verbal praise, merit marks, stickers, headteacher's awards and 'dip in the tin' rewards.

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 identify and 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 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 throughout the year. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong.

The Headteacher is also responsible for monitoring the Incident Log via CPOMS to check for any patterns in events, pupils, situations, locations that may occur. They will respond to any patterns that may occur by making appropriate adaptations and alterations.

### **The role of the teacher and support staff**

All staff in school pride themselves on building good professional relationships with all children. Pupils are rewarded for good behaviour through verbal praise, merit marks and the use of stickers. Additionally, in our school, we take all forms of bullying seriously, and seek to prevent it from taking place. This behaviour is not accepted or tolerated. In a recent survey 99% of children stated that 'they would be able to talk to an adult in school who could help them with their problem'.

When any bullying takes place between members of a class, the teacher will deal with the issue immediately. The series of events will be recorded on CPOMS. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his /her action was wrong and that child is encouraged to change his/her behaviour in future. The Headteacher will be informed and it is likely that he/she will wish to speak to both parties. The children's parents are then invited into the school to discuss the situation.

In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies.

Parents are always encouraged to report any problems at home to the class teacher or headteacher in order for staff to be aware and have an understanding of any underlying issues that may result in bullying incidents.

Teachers also address bullying issues as part of their PSHE/SEAL curriculum and as part of the National Anti-Bullying Week, every November including 'Blue Friday'. The PSHE coordinator also has the responsibility for promoting anti bullying strategies in school. Member of staff also teach pupils how to stay safe online, these messages are repeated on a termly basis.

Teachers consult with the Headteacher and incidents can be logged by the Headteacher via CPOMS. They will only be viewed by the class teacher involved, parents of the children involved and at the request of certain outside professionals if necessary.

If training needs are identified these can be addressed through professional development or a change in policy.

### **The role of 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. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, available in school on request.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school. This is endorsed through yearly home school agreements.

They should:

- expect the school to take bullying seriously
- support school in its policy against bullying by discussing it with their child
- encourage their child to follow the school anti-bullying code
- inform school if their child is experiencing bullying
- support school in its actions against those who bully
- always contact school if they have a concern about bullying

### **The role of pupils**

Pupils can either report bullying incidents through the Head Boy and Head Girl, the Y6 Buddies, their class councillors, where pupils can discuss bullying issues with another child in confidence, or any member of staff. Pupils are encouraged to tell anybody they trust if they are being bullied or if they feel someone else is being bullied, and if the bullying continues, they must keep on letting people know. They are continually reminded that, 'We are a **telling** school'.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire. These are used to reflect on the strategies in school for helping to prevent bullying.

Additionally, the Y6 Ambassadors are known by all the children and are very approachable. The School Council and school staff also reinforces these key messages:

- pupils must show respect to all members of the school community and avoid words or actions which could hurt others
  - they must report any incident of bullying they become aware of, or experience
  - pupils should take every opportunity to show that they are against bullying; not follow along with others or ignore bullying behaviour
  - all pupils will support school projects against bullying
- they will offer support to anyone else they see being bullied

### **Prevention of bullying**

**Prevention of bullying is evident** in all parts of school in because the children know and understand that *'we are a telling school.* The children understand that any allegations of bullying will be taken seriously and dealt with by the headteacher.

All children are supported with any minor friendship problems by Y6 buddies and their class councillors. These are overseen by two Health Ambassadors in Year 6.

The children are reminded about school procedures relating to bullying through class discussions, assemblies. Training and Anti Bullying Week are used to remind the children that there is a zero tolerance to any form of bullying. In addition, children are taught how they might respond to and deal with bullying type behaviour.

As a school we have a positive approach to behaviour management. We model and reward desired behaviours through the use of merit marks.

#### **E-safety**

All children are reminded about how to use all aspects of IT on a daily basis; however key messages are also shared with children on Safer Internet Day every February and during Anti Bullying Week in November.

#### **Equality**

All children are encouraged to celebrate diversity. Every year the children spend a week studying Judaism during November and a week looking at Islam in March. During these weeks the children learn about these world faiths in detail and why they believe what they believe.

The children are also taught about the special needs of others within school. This might be when a child joins school or when a special educational need develops.

#### **Staff training**

All staff and governors receive Child Protection training every two years. This enables them to support any child who may reveal any issues during the investigation of any bullying incidents.

The Headteacher will monitor incident records to spot trends or patterns of behaviour and to take action to challenge prejudice.

**Monitoring and review**

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors on request about the effectiveness of the policy. The policy may need to be adapted due to events occurring in the school.

This Anti-Bullying Policy is the Governors' responsibility, and they review its effectiveness annually. Bullying incidents are recorded on CPOMs and are reported to the Governors through the Headteacher's report.

Anti-Bullying Policy 2021