Anti-bullying Policy

Saint Aidan's Catholic Primary School

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Love God, Love One Another.

Saint Aidan's Anti-Bullying Policy

This policy has the School's Motto at its heart

Love God, Love One Another

Mission Statement

Christ is at the centre of all we do.
Here we value each other as a unique child of God and a citizen of the future.
Respect for everyone and the world in which we live in is at the heart of our Catholic teaching and learning.
In our Catholic Primary School we nurture, educate and inspire the whole child to develop independence and confidence so as to reach their full potential.
Spiritual, social, moral, and cultural growth is actively encouraged through prayer, study, worship, and creative liturgy, also the wider life of the school is nurtured and developed.
Together we create a safe, happy, healthy and welcoming environment for all who enter our school community.

1.Rationale

At St. Aidan's we believe that God made everyone in his image. We believe that differences should be celebrated and never used as a source of ridicule. Everyone at St. Aidan's has the right to feel welcome, secure, happy and supported. Bullying of any kind hinders this development and prevents equality of opportunity. It is the responsibility of the whole school community to stop bullying and this policy contains guidelines to support this ideal. Bullying of any kind is not tolerated.

We accept the principle that good behaviour is a necessary condition for effective teaching and learning to take place and therefore seek to create an environment which encourages and reinforces good behaviour. We are proud of the way in which the vast majority of our children conduct themselves at school. Discipline is good and instances of very poor or aggressive behaviour are rare. The school promotes good relationships at all levels and expects children to show respect towards and care for each other.

The Single Equality Act 2010 covers the 9 equality strands defined as protected characteristics: **age; disability;genderassignment;marriageandcivilpartnership;pregnancyand maternity;race; religionorbelief;sexorsexualorientation.**

In our school we will ensure that at every level, in all of our work and throughout all aspects of school life, everyone will be treated equally and we will promote and strive for inclusive education.

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2. Policy Aims

This anti-bullying policy reflects our aims of education for all pupils.
At St Aidan's we aim to:

- develop an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form
- develop pupils as individuals and as members of the community with positive attributes of co-operation, empathy, justice, self-discipline and tolerance
- care for those who are disadvantaged in our society for reasons of ability, disability, race or sex in a happy and safe environment
- teach the principles which separate right from wrong
- ensure that parents, teachers and the headteacher are able to talk to each other in an open and respectful way

We are aiming to become a Rights Respecting School and we believe that this policy highlights our commitment to UNCRC Rights of the Child. The following rights are applicable to this policy;

Article 36	We have the right to be safe and looked after
Articles 2,14&23	We all have the right to be treated fairly and appropriately
Article 31	We all have the right to enjoy school

3. Definition of Bullying

- Bullying can be defined as '*behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'*. DfE 'Preventing and Tackling Bullying'
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours
- The same unacceptable behaviours can be also be expressed online; this is referred to as online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, websites, social media and apps, and sending offensive or degrading photos or videos
- St. Aidan's Catholic Primary recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development
- Bullying is recognised by St. Aidan's Catholic Primary as being a form of peer on peer abuse; children can abuse other children
    - Abuse is abuse and it should never be tolerated or passed off as "banter" "just having a laugh" or "part of growing up"

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o We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not reported
o All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place

4.Implementation

At. St. Aidan's we will be vigilant for signs of bullying and always take reports of incidents seriously. We use the curriculum, where possible, to reinforce the ethos of the school. Staff will, at all times, model the correct behaviour. Pupils are told they must report all incidents of bullying to an adult within school. If another pupil tells them they are being bullied or if they see bullying taking place they should report this to a member of staff. In addition, each key stage contains a 'Worry Box', where pupils are able to drop notes which are monitored by a designated member of staff.

5.Responding to Bullying Concerns

The following steps will be taken when dealing with any incidents of bullying reported to the school:
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern
- A clear and precise account of the incident will be recorded on the schools monitoring system (CPOMS). This will include recording appropriate details regarding decisions and action taken
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate
- The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues
- The Headteacher, Designated Safeguarding Lead (DSL) or another appropriate member of staff will interview all parties involved

- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate in line with child protection procedures and confidentiality policies
- Appropriate sanctions will be used as appropriate to the age and stage of the child and in consultation with all parties concerned (please refer to the Behaviour for Learning Policy)
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed or Children's Services if a child is felt to be at risk of significant harm

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- Where bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying) the school will ensure that the concern is fully investigated and responded to in line with this policy and the school Behaviour for Learning Policy.

6.Cyberbullying

In the event of Cyberbullying, the school will action the above bullet points. In order to minimize the risk of cyber-bullying, pupils and parents are regularly informed about online safety. Parents/carers are pointed to the E-Safety section of the school website which provides a wealth of information and links to helpful websites. Pupils and parents are also frequently reminded of the age children should be in order to have access to social media sites. Please refer to the school's E-Safety Policy.

If a criminal offence has been committed the school will inform the Police immediately

7.Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering them an immediate opportunity to discuss the experience with their teacher, the DSL or a member of staff of their choice
- Reassuring the pupil and providing immediate pastoral support
- Working towards restoring self-esteem and confidence
- Providing further support or specialist advice or guidance if needed

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support regarding their behaviour or actions
- Sanctions will be applied as per our Behaviour for Learning Policy

8.Supporting Adults

All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Our school takes measures to prevent and tackle bullying amongst pupils; however, it is equally important to recognize that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

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9. Education and Training

The school has a commitment to training all staff, including teaching staff, support staff and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents.

The school will consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, and pupil voice activities.

We will ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as Anti-Bullying week, RE, RSE, PSHE lessons.

10. Monitoring and Evaluation

This policy will be updated annually or in line with any new developments in the school and/or any new government guidance. All staff are expected to follow the policy and are responsible for ensuring the effectiveness of practice across the school.

11. Role of Parents

Parents can expect:
- That all reported incidents of bullying will be dealt with efficiently and in a caring manner.
- To be welcomed into the school to discuss problems of bullying and the school's response to it.
- Be informed if their child has been involved in a bullying situation and kept informed of the actions being taken to resolve the situation.

    The school expects that parents:
- Will fully support the school in any actions taken to deal with incidents of bullying
- Will work with their children to create an attitude of tolerance and respect for others
- Accept responsibility for incidents that start and develop outside school
- Will want to be part of a positive, caring partnership with the school

12. Responsibility of the Headteacher

It is the responsibility of the Headteacher to implement the school's Anti- Bullying policy consistently throughout the school, and to report to governors, when requested, on the effectiveness of the policy.

The Headteacher will ensure that all teachers, pupils and parents will know of the school's approach to bullying and will be told of any changes to policy and procedures.

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13. Role of the Governing Body

The governing Body have a duty to:
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to have responsibility for all safeguarding matters.

    In line with all policies, this policy will be reviewed every 2 years. It may also be reviewed and amended, in consultation with all stakeholders, in the light of events, experience or new DFE guidance. The stakeholders of this policy are children, staff, parents/carers, governors and people from other organisations involved with the life of St. Aidan's Catholic Primary School

14. Links with other School Policies

This policy links with several school policies, practices and action plans including:
- Behaviour for Learning Policy
- Complaints Policy
- Safeguarding and Child Protection Procedures Policy
- Confidentiality Policy
- Acceptable Use Policy (AUP)
- Curriculum Policies such as, RSE/PSHE, E-SAFETY
- Social Media Policy

15. Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):
- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 19

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