



St. Luke's Catholic Primary School

Anti – Bullying Policy

Academic Year	Designated Senior Person	Deputy Designated Senior Person	Nominated Governor	Chair of Governors
2016/2017	E M Murtagh	M Grealis		P Stitt

Policy Review Dates

Review Date	Changes made	By whom	Date shared with staff/governors
October 2016	General review	E. Murtagh	September/October
October 2017			

St. Luke's Catholic Primary School

Anti-Bullying Policy

'Treat each other as you would like to be treated yourself'



Mission Statement

As God's family we learn love and laugh.
Together: love one another,
forgive one another, work together,
play together, worship together,
be happy together

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.

POLICY

Introduction

We believe it is the duty of the school to work in partnership with parents to promote the education, welfare and rights of all children. We value highly a close and meaningful relationship with parents. We encourage them to express their concerns and teachers are approachable and ready to listen. Our School rules set a clear expectation for the standards of behaviour at St. Luke's. Unfortunately, there are times when incidents of bullying maybe reported. This may include a range of verbal and or physical contact.

Bullying both verbal and physical will not be tolerated in this school. It is everyone's responsibility to prevent it happening and with this in mind the Governors have laid down the following guidelines.

The school will:

1. Discuss the School Rules with all children.
2. Support children who are being bullied.
3. Help bullies to change their behaviour.
4. Take bullying seriously and find out the facts of any incident
5. Respond to a parent's or child's complaint as soon as is reasonably practical.
6. Be equally concerned about bullying to and from school.
7. Record incidents of bullying in a consistent way that allows for monitoring of behaviour – each class has a behaviour log, noting if parents have been spoken to.
8. Request help from SEN Support Services and Educational Psychologist where necessary.
9. Involve the police if appropriate.

The school will react firmly and promptly where bullying is identified. There are a range of strategies available to the staff depending on the perceived seriousness of the situation. Some of these include:

- (a) Discussions with parents and children.
- (b) Referral to senior staff.
- (c) Withdrawal of privileges/ loss of house points.
- (d) Referral to outside agencies e.g. Education Social Welfare Service and Educational psychologists
- (e) Exclusion from playground.
- (f) Exclusion from school.

We consider bullying to include **persistent**

Verbal abuse

Name calling
Personal attributes e.g. body parts, size/weight, disabilities
Sexual taunting
Racial harassment
Personal remarks about family members
Sarcasm

Physical violence

Tearing clothes
Punching
Pushing
Jostling
Kicking
Use of a weapon
Spitting

Gestures, Emotional intimidation

social exclusion
taking belongings, lunch
taking money
damaging work, possessions or equipment
spreading nasty stories or rumours about someone
sending e-mails or text messages on mobile phones
deliberately ignoring people

RESPONSIBILITIES OF STAFF

We try to ensure that the relationship between children and teacher is characterised by mutual respect and trust, so that children feel able to tell teachers if they are bullied.

Teachers should take bullying seriously and find out the facts of any incidents. They should:

- (a) Meet those concerned individually.
- (b) Use peer group pressure to actively discourage bullying.
- (c) Break up groups where bullying appears to be happening.
- (d) Involve parents at an early stage.
- (g) Help children develop their self confidence and greater self-esteem.

All teachers can help prevent bullying by:-

- treating pupils with respect
- presenting good role models
- using powers and authority appropriately
- explicitly stating that bullying is not acceptable
- encouraging peer disapproval

PASTORAL ADVICE

It is everyone's responsibility within the school community to prevent bullying.

HOW WE ADDRESS BULLYING IN THE CURRICULUM

- a) Bullying is addressed through regular assemblies which encourage desirable forms of behaviour and discourage anti-social behaviour
- b) There is a PSHE, SEAL and P4C programme in place throughout the school, which includes preventing bullying. In P4C circle time is used when children can raise issues and explore their feelings towards themselves and each other. The school takes part in the annual anti bullying week.
- C) At the beginning of each academic year discrete lessons on cyber bullying are taught. The important and distinct messages are reinforced throughout the academic year.
- D) There is a racial discrimination policy in place and respect for different customs, religions and people is taught regularly through topic work and assemblies.
- e) Anti bullying messages are reinforced in conjunction with our

behaviour policy where sanctions and systems are in place to deal with and monitor any incidents

- f) Midday supervisors have been trained and meet regularly with SMT to keep updated. They are familiar with School Rules
- g) Good behaviour is rewarded daily through the use of house points and on a weekly basis in celebration assembly.
- h) Pupils also have the opportunity to identify good role models when they nominate their peers for the friendship book during the Key Stage Two assembly.

THE ROLE OF PARENTS

We believe it is a good idea for parents to take an active interest in their child's social life and chat about friends and their activities in and out of school. As well as keeping up to date with their child's friendship groups, parents may well learn of disagreements or difficulties which they are facing. Parents should follow the e-safety rules and the signed agreement.

Watch for signs of distress in children. There could be an unwillingness to attend school, headaches, stomach aches etc. Toys or equipment may go missing. There may be requests for extra pocket money.

There are many reasons why a child may be unsettled at school, bullying is always a possible cause.

When a parent thinks their child is being bullied or is bullying they should inform school immediately and request an interview with the member of staff directly concerned in dealing with the incident.

If a parent is dissatisfied with the outcome of this interview, the Headteacher should be contacted and an appointment will be made for further discussion.

If parents remain dissatisfied they should follow the school complaints procedure.

We ask parents to remember that it is everyone's responsibility to prevent bullying if possible, and to allow staff, time to investigate the problems. All reports will be investigated as promptly as circumstances allow.

WE REQUEST PARENTS NOT TO APPROACH PUPILS DIRECTLY INVOLVED IN BULLYING.

ADVICE TO CHILDREN FROM STAFF

This is the advice we give to children when they complain of being bullied:-

1. Tell an adult you can trust who will help you
2. Try not to show that you are upset - we know this can be hard.
3. Try to ignore the person who is being a nuisance.
4. Walk quickly and confidently - even if you don't feel that way inside.
5. Try being assertive - tell the bully firmly you are not going to stand for this treatment.
6. If you are different in any way, be proud of it – it's good to be an individual.
7. If you are in danger, get away.

ADVICE FROM STAFF TO CHILDREN WHO MAY BE INVOLVED ON THE PERIPHERY

1. Don't stand by and watch – seek help.
2. Show that you and your friends disapprove.
3. Give sympathy and support to children who may be bullied.
4. Be careful about teasing or personal remarks - imagine how you might feel.
5. If you know someone is being seriously bullied, tell a trusted adult. It isn't telling tales, the victim may be too scared or lonely to tell.
6. Follow the School Rules at all times.

ADVICE TO THE BULLY AND THEIR PARENTS

1. Remain calm.
2. Find out why your child is bullying.
3. Set realistic, firm guidelines and rules to help your child control their behaviour.
4. Ensure the bully apologises in person or in writing to the child bullied.
5. Bullies need to achieve success to make them feel good about themselves. Help them to find something they can do well and often their behaviour will change.

ADVICE TO TEACHERS

1. Watch for early signs of distress in pupils.
e.g.
 - absence from school
 - reluctant to go out and play
 - behaviour changes
2. Listen carefully and record all incidents from different view points.
3. Offer the victim immediate support and help. If necessary inform your line manager and/or the Headteacher.
4. Make clear to the bully and his/her parents that the behaviour is unacceptable.
5. Use all your pupils as a positive resource in counteracting bullying.

PROCEDURES FOR RECORDING INCIDENTS

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. The bullied pupil may be asked to record the event in writing
4. The bully may be asked to record the event in writing
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. The teacher and/or a senior colleague should make notes of their discussions with both parties
6. The parents/carers of the pupils will be involved if appropriate
7. The parents/carers of the bully and victim will be invited to attend a meeting if appropriate
8. Copies of the above written reports may be placed in the pupils' file.

RESOURCES

Bullying - Don't Suffer in Silence	DfES
Action Against Bullying Support Pack	Scottish Office
Anti Bullying Campaign - advice for parents	
School Bullying - notes for Guidance for Members	NASUWT
Bullying - A Positive Response	Cardiff Institute of HE
Bullying - The Child's View	Childline Publication
S.A.F.E Unit	Walsall Eq Op Support
Kidscape, materials Road	Kidscape 152 Buckingham Place

This policy should be read in conjunction with

- **Behaviour Policy**
- **Safeguarding Policy**
- **Anti Extremism and Radicalisation policy**
- **Special Educational Needs Policy**