



St Anne's Catholic Primary School
Anti-bullying policy

Agreed by governor committee: Not applicable
Ratified by Full Governing Body: 8th December 2015
Next Review: September 2016

1 Rationale

1.1 St. Anne's is a Catholic School. Its religious dimension lies at its heart and is fundamental to its existence. Its ethos is based around Christian values as laid down by Jesus Christ and exemplified in His teaching. Our Mission Statement expresses this clearly (see below).

2 Our Mission Statement

2.1 At St. Anne's we aim to:

Help all to develop a closer personal relationship with Christ;
Live by, teach and respect the values of the Catholic Church;
Promote honesty, respect, justice, tolerance, kindness and forgiveness.
Provide a welcoming, safe, loving and caring environment;
Treat everyone equally;
Celebrate cultural diversity and the uniqueness of the individual;

Teach our children to look after their world;
Encourage them to be responsible, independent, enthusiastic learners and do their best at all times;
Encourage them to develop their talents;

Offer high-quality teaching through a creative, fun, challenging and broad curriculum;
Work in partnership with families, governors, the parish and the wider community.

3 Our School

3.1 We believe that all members of our school community have the right to be able to work and study without fear of bullying, harassment or victimisation. This applies to adults as well as children.

3.2 Employers are responsible (under the Health and Safety at Work Act 1974) for the health and safety of non-employees, such as pupils, who are at the workplace.

4 What is bullying?

- 4.1 We recognise that incidents of bullying may occur in which there is deliberate hostility and aggression towards a victim, repeated over a period of time causing pain and distress.
- 4.2 Bullying is never acceptable and will not be tolerated at St. Anne's, whether it involves children or adults; we will not ignore bullying.

5 Our Aims

- 5.1 At St. Anne's Primary School we endeavour to ensure that children and adults are aware of what bullying entails and equip them with strategies for dealing with bullying, whether it is experienced first hand or not. In PSHE we follow the SEAL (Social and Emotional Aspects of Learning) programme; part of this scheme of work incorporates a 'Say no to Bullying' topic which is taught in every year group on an annual basis. This helps our pupils to learn about bullying in detail. We aim to:
 - 5.2 Be aware of bullying in all its forms, whenever it occurs; create a climate which encourages children to tell an adult if they are bullied.
 - 5.3 Take seriously all reported cases of bullying and deal with them quickly.
 - 5.4 Work constructively with parents in all cases of bullying.
 - 5.5 Develop a school culture where bullying of children or adults is deemed to be unacceptable and will not be tolerated.

6 Forms of Bullying

- 6.1 We recognise that bullying can take many forms:
 - **Physical:** Pushing, hitting, kicking, pinching, intimidating, spitting and any other forms of violence and threats.
 - **Verbal:** Name-calling, sarcasm, threatening/intimidating, telling tales, passing notes, spreading rumours, persistent teasing and making a fool of someone. This may also include bullying of adult colleagues.
 - **Non-Verbal:** Signs and gestures, body language, ignoring, isolating/excluding, "bad looks".
 - **Emotional:** Exclusion (preventing a child from joining in playground games),

tormenting (hiding/destroying belongings), ridicule and humiliation. This may also include bullying of adult colleagues.

- **Racist:** Racial taunts, graffiti, gestures.
- **Sexual:** Unwanted physical contact, abusive comments or homophobic behaviour.
- Bullying related to **SEN or disabilities**.
- **E-bullying:** Using the internet or mobile phone technology to make others feel threatened, unhappy or uncomfortable. For more on e-bullying, see the E-safety policy.

7 Signs of Bullying

7.1 What to look for:

- Being frightened to come to school or to go into the playground.
- Feeling sick with no obvious reason.
- Slowed or halted progress.
- Becoming withdrawn, stammering or lack of confidence.
- Loss of appetite.
- Losing things in the classroom.
- Refusing to tell an adult what is wrong.
- Unexplained scratches, bruises etc.

8 Preventing Bullying

8.1 Creating a classroom atmosphere where all children feel valued and appreciated.

8.2 Creating a school ethos where all adults feel valued and appreciated.

8.3 Discussing "Bullying" as part of the SEAL programme and that it is always unacceptable and that adults should be told that bullying is taking place.

8.4 Emphasising Gospel values of loving and caring for one's neighbour.

8.5 Through the RE programme.

- 8.6 Raising the issue in Assembly.
- 8.7 Raising the issue through the school council.
- 8.8 Reminding the children that playground buddies and/or Peer Mediators are there to help them deal with bullies.
- 8.9 Inviting guest speakers to talk to the class, e.g. Police Liaison Officers, youth workers etc.
- 8.10 Involving the Learning Mentor in addressing the issue of bullying.
- 8.11 For instances of alleged bullying involving staff members please refer to the Staff Code Of Conduct and Grievance Procedures.

9 Procedures for dealing with bullying incidents:

- 9.1 We take any reported incident of bullying very seriously whether reported by a pupil, a parent or a member of staff.
- 9.2 Incidents are investigated fully and recorded.
- 9.3 Bullies, victims and witnesses are interviewed separately.
- 9.4 After the initial incident of bullying the parents of both bully and victim are informed of the behaviour by the Deputy Headteacher; if the bullying behaviour persists parents/carers are invited to see the Headteacher.
- 9.5 Sanctions imposed on the bully will depend on the circumstances. Particular care is taken to discuss the matter with the bully to find out the reason for their behaviour. Bullies are then encouraged to address issues arising from the incident and to apologise to the victim.
- 9.6 Staff are made aware of the situation and encouraged to raise the issue with their class.
- 9.7 Playground buddies are asked to look out for incidents of bullying.
- 9.8 The Headteacher reports any serious incidents of bullying to the Governors.
- 9.9 For alleged bullying incidents involving members of staff, please refer to the Staff Code of Conduct and Grievance Procedures.

10 Advice to bullied pupils

- 10.1 We will tell our children not to suffer in silence; in order to deal with bullying the school needs to know about it. This will be reinforced through PSHE and day-to-

day teaching.

10.2 If being bullied pupils are advised to:

- Be firm and tell the bully to STOP;
- Tell a trusted adult what has happened immediately;
- Try to stay calm.

10.3 After an incident of bullying, pupils will be advised to:

- Tell a teacher or adult at school;
- Tell their family;
- Take a friend with them if they are too scared to tell an adult by themselves.

10.4 When telling an adult about the bullying, pupils should be clear about the following:

- What has happened to them;
- How frequent the incidents have been;
- Who was involved;
- Where the incident or incidents took place;
- What (if anything) they have done about it already.

11 Related policies

11.1 See also:

- CES grievance
- Safeguarding
- Teaching and learning
- Behaviour and discipline
- Restraining
- Staff code of conduct
- Guidelines for midday supervisors