

**"With Jesus as our guide;
we live, love and learn together."**

This policy applies equally to the Early Years Foundation Stage, KS1 and KS2.

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1. Guiding Principles for Preventing and Tackling Bullying:

The governors value the good relationships between all of the school community as fostered by the school, and expect that every allegation of bullying will be taken seriously. All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that pupils can work in an environment without fear. The school recognises that it must take note of bullying perpetrated outside school which spills over into school. The school will do what is reasonably practicable to eliminate any such bullying.

We therefore take a strong stance against bullying of any type, since it indicates a lack of appreciation for the feelings of others. Bullying will not be tolerated and will be addressed in line with 'DFE - Preventing and Tackling Bullying - Advice for Headteachers, staff and a governing bodies July 2017'

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2. AIMS OF THE POLICY

We aim to create an environment where pupils feel safe. Every pupil has the right to be safe in and out of school and to be protected.

We aim:

- To ensure that children learn in a supportive, caring and safe environment, without fear of being bullied.
- To demonstrate that the school takes bullying seriously and that it will not be tolerated.
- To take measures to prevent all forms of bullying in the school and during off-site activities.
- To support everyone in actions to identify and protect those who might be bullied.
- To clarify for all pupils and staff that bullying is wholly and always unacceptable.
- To demonstrate to all that the safety and happiness of pupils is paramount.
- To promote an environment where children feel they can trust and tell adults if they are being bullied or know about any bullying.
- To promote positive attitudes in pupils.
- To ensure that all staff are aware of their duty of care over those in their charge and the need to be alert to signs of bullying.
- To ensure that all staff are aware of procedures through regular training.

3. What Is Bullying?

Bullying is behaviour by an individual or group, **repeated over time**, that **intentionally hurts** another individual or group either physically or emotionally. Bullying is different to other kinds of aggressive behaviour in its repetitive and targeting nature. Bullying can occur child to child, adult to child, or child to adult. (*Preventing and Tackling Bullying, Advice for Head Teachers, Staff and Governing Bodies, DfE, 2017, p. 8*)

In light of this, we have adopted the simple approach of identifying bullying as:

'S.T.O.P': Several, Times On Purpose.

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At Holy Name, therefore, we recognise that there is no "hierarchy" of bullying — all forms of bullying should be taken equally seriously and dealt with appropriately. We understand that bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face-to-face, indirectly or using a range of cyber bullying methods. We understand that all children have disagreements with each other and friends fall out for a time. This is not usually bullying.

Four main types of bullying can be identified:

- Physical: pushing, kicking, hitting, punching or any use of violence including damage to personal belongings
- Verbal: name calling, teasing, insulting, writing or sending unkind notes or messages, including via cyber-bullying (see later in policy).
- Emotional: being intentionally unfriendly, excluding, tormenting looks, spreading rumours.
- Cyber: social medial misuse, email and internet chat room misuse, mobile phone threats by text, calls, social websites.

Specific Types of Bullying Include (agreed and identified by the school council):

- Bullying related to race or colour, religion or belief or culture.
- Bullying related to special education needs (SEN) or disabilities/Vulnerable groups.
- Bullying related to appearance or health conditions, including over or under weight.
- Bullying related to sexual orientation or gender variance.
- Bullying of young carers or looked-after children or otherwise related to home circumstances/vulnerability.
- Sexist or sexual bullying.
- Bullying of adopted children.
- Bullying using electronic forms of contact (cyber bullying)

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Different Roles within Bullying have been identified:

- Those relying on social power, dominating others, often with group support (ring leader).
- Others joining in and therefore afraid of ringleader (associates).
- The awareness of a silent majority that bullying is taking place, but feeling unable to do anything about it (bystanders).
- Those who try to stop bullying (defenders).

Styles of Bullying include:

- Intimidation and rude gestures
- The 'look' — this is given as an example of non-verbal bullying
- Threats and extortion
- Malicious gossip and exclusion from the group
- Telling tales with the express purpose of causing trouble
- Threatening texts, messages in chat rooms or in messaging APPs
- "Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend him or herself." (Report to the Anti-Bullying Alliance by Goldsmiths College, University of London)

Cyber Bullying:

There are 7 identified categories of cyber bullying:

- Text messaging bullying
- Picture/video clip bullying via mobile phone
- Phone call bullying via mobile phone
- Email bullying
- Chat room bullying
- Bullying via websites
- Bullying through instant messaging



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No pupil mobile phones are allowed in classes except for Y6 pupils who have received permission from the headteacher to walk home on their own. Phones which have been brought into school by Y6 pupils must be kept in the school office and collected at the end of the day.

The school recognises that many pupils have mobile phones outside school and to that end:

- Teachers must teach safer internet use and strictly apply all school policies.
- The school believes that parental support and understanding in safe use of the internet is an essential component in managing cyber bullying.
- Balance and perspective are essential as is a whole community approach to ensuring safe use of the internet. The responsibility for this is both the school's in educating their pupils for safe use on the internet, and the parents' in understanding that they need to monitor and manage their children's use of the net.

In line with our behaviour policy, the school can issue behaviour sanctions to pupils for online misbehaviour when:

- It poses a threat or causes harm to another pupil
- It could have repercussions for the orderly running of the school
- It adversely affects the reputation of the school
- The pupil is identifiable as a member of the school

Sanctions will only be given out on school premises or elsewhere when the pupil is under the lawful control of a staff member.

4. Signs and Symptoms:

Some children and young people will openly raise their concerns about being bullied. In other circumstances the child or young person may be unwilling to talk about being bullied for fear of not being understood or fear of the situation being made worse. A child may indicate by signs or behaviour



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that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school;
- Bed-wetting in a previously dry child;
- Demonstrates changes to their usual routine;
- Is unwilling to go to school (school phobic);
- 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;
- Begins to do poorly in school work;
- Comes home with clothes torn or books damaged;
- Has possessions which are damaged or " go missing;"
- Asks for money or starts stealing money (to pay bully);
- Has dinner or other monies continually "lost;"
- Has unexplained cuts or 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 is wrong;
- Gives improbable excuses for any of the above;
- Is afraid to use the internet or mobile phone,
- Is nervous & jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.



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5. Dealing with Incidents:

- If bullying is suspected or reported, the incident will be investigated and dealt with immediately by the teacher approached and this will be referred to SLT.
- The member of staff will make a record of the incident and inform any other relevant staff. *In line with our behaviour policy, if a racial element to the bullying is suspected the Head/Deputy Head must be informed immediately.*
- All the parties will be interviewed and a record made.
- Class teacher will be informed.
- Parents of the alleged 'bully' and the victim will be informed.
- The appropriate strategy and plan of action to combat the bullying will be decided upon.
- The implementation of the strategy will be overseen by the Head teacher or member of the School Leadership Team.
- Any sanctions will be administered in consultation with the Head/Deputy Head teacher.
- Support will be offered to the person who feels bullied and if required, the person who is bullying.
- If necessary and appropriate, police will be consulted.

In any incident of bullying, staff are aware of the following principles:

- It is important that children who experience bullying can be heard.
- It is important to note that people react differently to bullying and it is often very difficult to tell if someone is upset or hurt.
- If children feel upset, they are encouraged to speak to their teacher or a responsible adult at an appropriate time or put a note in the confidential worry box in each classroom.
- They should be reassured that the adult will try to sort out the problem as calmly as possible.
- The most serious incidents are referred to the Head & members of SLT.
- Parents would be requested to come and discuss matters.
- Pupils will be told always to report incidents of bullying.
- Ensure the person who feels bullied, feels and is safe

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- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. All staff will be made aware of situations that require monitoring.

THE ROLE OF PUPILS

The role of any pupil who thinks they are being or seeing bullying is to exercise the solution of S.T.O.P (Start Telling Other People). Pupils must inform their class teacher / an adult they feel safe confident to speak to of any incidents of bullying. This should then be passed on to a member of the senior leadership team.

6. THE CURRICULUM: How we Prevent and Tackle Bullying through our Curriculum

Anti-Bullying Education in the Curriculum

Prevention:

- The school will raise the awareness of the anti-social nature of bullying through our school values, weekly RSHE (TEN:TEN & Jigsaw scheme), school assemblies, the school council, use of general class time, undertaking national initiatives such as 'Anti Bullying week', 'Safer Internet Day' and through other aspects of the curriculum as appropriate.
- Social group sessions will take place to those who find it difficult to manage relationships with peers.
- Pupils who have been bullied will be given support, specific to their needs and emotions. This may be through check-ins, social groups, mentoring / counselling, well-being groups, whichever is most appropriate from the interventions the school has at its disposal.
- Bullies: It is recognised that support must also be given to the perpetrator. Changing the attitude and behaviour of bullies and supporting them in recognising what has happened.
- External agency support will be considered, via Inclusion Services and the Behaviour Support Team if deemed necessary.
- The school provides a copy of the policy for parents via the school website.

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7. SANCTIONS:

Where pupils do not respond to preventative strategies to combat bullying, tougher action will be taken to deal with persistent and violent bullying. Sanctions are determined by the nature of the bullying on a case to case basis and will be in line with our behaviour policy.

Sanctions might include:

- Writing a letter of apology;
- Withdrawal at break and lunchtime
- **Fixed term and permanent exclusion from school.** An exclusion would only be considered in a case of **extreme and continuing** inappropriate behaviour, bullying, sexual harassment etc. Any exclusion for even a short period would be discussed and agreed by the Chair of Governors.

Involving Parents:

- Parents, as well as all staff and pupils, should know that the school will not tolerate bullying, and takes a positive, active approach to educating pupils to combat it.
- Parent should download and read our anti-bullying policy from the school website.
- Parents of pupils who are being bullied and parents of the bullies will be involved in the solution to the problem as appropriate.

The Role of Governors:

The governors will liaise with the Head over all anti-bullying strategies, and be made aware of individual cases where appropriate. The governing body will discuss, review and endorse agreed strategies and will discuss the Head's report on the working of this policy.

THE ROLE OF STAFF:

The Head has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying amongst pupils.

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The Head & Deputy will:

- Ensure that all staff have an opportunity of discussing strategies; and review them regularly;
- Determine the strategies and procedures;
- Discuss development of the strategies with the Senior Management Team; ensure appropriate training is available;
- Ensure that the procedures are brought to the attention of all staff, volunteers, parents and pupils; and report to the governing body.
- Keep the Head/ SLT/ relevant members of staff informed of incidents;
- Refer and liaise with staff running in-house support groups if necessary.

Teaching Staff and Teaching Assistants will:

- Be responsible for ensuring that the school's positive strategies are put into practice;
- Inform the class teacher of an incident of bullying;
- Know the school's procedure and deal with any incidents that are reported;
- Ensure the person who feels bullied feels safe and is offered regular continued support.

All Staff and Volunteers will:

- Know and follow all relevant policies and procedures;
- Be observant and talk to pupils;
- Deal with incidents according to the policy;
- Take action to reduce the risk of bullying.

MONITORING THE EFFECTIVENESS OF OUR APPROACH:

The Headteacher and the Senior Leadership Team will consider reports of bullying to determine what can be learned from the incidents and how they were handled, with a view to improving the school's strategies. These reports will also enable patterns to be identified. The Head will report to the governing body.