



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

Anti-Bullying Policy

Approved: 18.01.16

At Holy Name Catholic Primary School, we are committed to providing a caring, friendly and safe environment for all of 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. We are a TELLING school. This means that anyone (children, staff, parent) who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Holy Name has adopted the Government definition of Bullying: Behaviour by an individual or group, ***usually 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.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence including damage to personal belongings
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing, threats, insults
- Cyber: all areas of internet ,such as email, instant messaging & internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology , i.e. camera and video facilities.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

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 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.

Procedures, Reporting and Recording:

1. Pupils and / or witnesses report bullying (or possible or perceived bullying) incidents to any member of staff, who in turn report incident to Deputy Headteacher, Mrs Smith or Headteacher, Mr Neenan (named persons in charge of overseeing bullying). Children may report directly to named persons. A yellow Incident Form will be completed and kept as a record in the Headteacher's office. These forms will be reviewed half-termly.
2. The bullying behaviour or threats of bullying must be investigated by staff or named persons (if more serious), and the bullying stopped quickly.
3. In serious cases (for example, especially aggressive, persistent or distressing for victim) parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.

Annual surveys of pupils, parents and staff also gauge individual well being.

Outcomes

Staff at Holy Name School will apply disciplinary measures to pupils who bully in order to show clearly that their behaviour is wrong. These disciplinary measures will be applied fairly, consistently, and reasonably taking account of any special educational needs or disabilities that the pupils may have and taking into account the needs of vulnerable pupils.

- 1) The bully (bullies) may be asked to genuinely apologise.
- 2) Other consequences may take place e.g. sanctions for breaking school rules - withdrawal of privileges and / or playtimes.

- 3) In serious cases, suspension or even exclusion will be considered.
- 4) If possible, the pupils will be reconciled.
- 5) The victim will be offered support by a member of school staff.
- 6) An attempt will be made to help the bully (bullies) change their behaviour eg through mentor and through focusing prevention strategies (see Prevention section below).
- 7) 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.
- 8) If bullying persists, further sanctions will incur, and support and prevention strategies will be put in place.

It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying may need support themselves.

Prevention, Support and Guidance.

Holy Name School establishes and maintains an ethos that promotes tolerance and respect, including respect for difference and diversity. We actively educate our pupils and develop strategies to aim to prevent bullying occurring in the first place. As and when appropriate, this may include:

- PSHE programme includes activities specifically designed to prevent and reduce bullying;
- Anti-Bullying Week promoted with a range of activities for each year group;
- Regular Circle Time;
- Use of Play Leaders, School Council and lunchtime supervisors for example to play games, peer mediation, improve facilities and activities;
- Health, Bullying and Safety days;
- Anti-bullying training for staff and children;
- Visitors and assemblies;
- E-safety training and days;
- Writing a set of classroom rules and reinforcing these at the start of each term;
- Where necessary, behaviour IIPs which are written by teachers in consultation with the child and parents;

- Behavioural Support – professional meetings with children and parents providing advice and support. Possible referral to an outside agency for further support in changing their behaviour.

Holy Name has adopted Sandwell Authority's Harassment and Bullying Policy for Employees, Model Race Equality Policy Guidance. See also school's E-safety Policy and Acceptable Use Policy.

Monitoring Policy and Procedures:

The number and type of bullying referrals, and questionnaires will be analysed to monitor whether the policy is working. The Anti-Bullying Policy will be reviewed at least annually, more frequently if necessary and updated if required. This Anti-Bullying Policy should be read in conjunction with the school's Race Equality Policy and Behaviour Policy.