



# ST THOMAS A BECKET R C PRIMARY SCHOOL

## ANTI-BULLYING POLICY

**DATE OF LAST REVIEW:** **FEBRUARY 2019**

**AGREED BY GOVERNORS:** **FEBRUARY 2019**

**SHARED WITH ALL STAFF:** **FEBRUARY 2019**

**FREQUENCY OF REVIEW:** **ANNUALLY**

**DATE OF NEXT REVIEW:** **FEBRUARY 2020**

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## 1. ANTI-BULLYING - OUR MISSION STATEMENT

At St Thomas a Becket our Mission Statement is clear; that we aim to provide for our pupils with the best possible quality of education, guided by the teachings of Christ and the Gospel values. As a school community, we can provide pupils with a very caring and friendly environment so they have a secure and safe place to learn and to grow.

Bullying is not tolerated in any shape or form. As a school we create and use preventative measures to combat bullying before it is allowed to begin. Preventative tactics are put into place throughout the school day and serious and repetitive incidents are recorded consistently. The class teacher will deal with any incidents. The Headteacher is kept informed and will intervene when it is necessary. All parents will have access to a copy of this policy.

## 2. WHAT IS BULLYING?

Bullying when someone uses their power to hurt, frighten, exclude or insult someone. It is always done on purpose and is usually repeated.

Bullying usually has three common features:

- It is repeated over a period of time
- It is deliberate and can cause anguish and hurt
- It is difficult for those being bullied to defend themselves

Bullying can involve physical or verbal attacks, name calling, malicious gossip, damaging or stealing the property of the victim, cyber bullying or coercing the victim into acts which they do not wish to do.

Bullying in the form of emotional or psychological aggression is less visible to a member of staff but very painful to the victim. No-one at St Thomas a Becket will tolerate physical, emotional or psychological bullying.

At St Thomas a Becket the children are encouraged to have a clear understanding of what bullying is. We encourage the children to be able to identify bullying behaviours but we also teach them to know the distinct difference between bullying and simply “falling out”.

It is the right of every child and member of staff at St Thomas a Becket to feel safe from verbal, mental and physical abuse on their way to and from school and whilst in school.

### **3. VULNERABLE GROUPS**

As part of the school community, we have a number of pupils who may be identified as being more vulnerable to bullying on the basis of their perceived difference from others. These vulnerability factors may include race and ethnicity, emotional vulnerability, EAL and communication needs, disability, learning needs and Looked After Children (No LAC children presently at the school). As a school, we carefully monitor to ensure that identified children remain safe at all times. The Senior Leaders review any changing circumstances or particular needs of individuals. We also closely monitor children identified from one of the above groups who may be displaying acts of bullying themselves, due to their vulnerability. Additional support is put into place and parents are informed immediately.

#### 4. WHAT WE ASK PUPILS TO DO

- Tell your teacher or an adult in school, whom they feel comfortable with, as soon as you can.
- If the teacher feels the incident recorded by you, the pupil, is serious he/she will report it to the Headteacher or Deputy Head straightaway.
- Always tell a parent or friend.
- Talk about the problem or incident and explain why you find it hurtful or unacceptable. It is important to speak out.
- We encourage the pupil to fill in a slip to use for talk time with the School Counsellor.

#### 5. WHAT WE ASK PARENTS/CARERS TO DO

- Reinforce the message at home that bullying is not acceptable behaviour. Remind your child consistently that they should not hurt or cause pain to others.
- Never tell your child/children to hit or kick anyone they do not like or who upsets them.
- Encourage your child to talk about an incident which is causing them anguish.
- Encourage your child to tell a member of staff.
- If your child is unable to do this, please approach the class teacher yourself.
- If you have raised the matter and still feel it has not been dealt with, please make an appointment to see the Headteacher or Deputy Head immediately.

- Never leave matters to sort themselves out. There is no point in telling a teacher: ‘My little boy/girl has been punched again by\_\_\_\_\_’. This has been going on for some weeks and nothing has been done about it!’ when the reality is that the teacher was not told about any previous incident.
- If your child has done something wrong, please support the teacher. The teacher must have your full co-operation if progress is to be made.

## 6. OUR COMMITMENT TO PUPILS AND PARENTS

We will do everything we can to ensure that no child is bullied at St Thomas a Becket School. If any matter is drawn to our attention, we will investigate what has happened and deal with the children concerned. We will take any reported incident very seriously.

## 7. PROCEDURES FOLLOWED WHEN INCIDENTS HAVE BEEN REPORTED

- The class teacher will first be responsible for any cases deemed to be acts or incidents of bullying.
- The class teacher will record these acts or incidents. Consequences for a child who is found to be causing harm or distress to another will be given in line the Behaviour Policy.
- If a matter is regarded as a severe breach of discipline, then the Headteacher or Deputy Head should be informed, along with the parents. Such incidents will be discussed with the Headteacher and Deputy Head, with appropriate action taken.
- All reported incidents to the Headteacher will be recorded with action taken.
- If incidents deemed to be bullying occur on the playground, the teacher or midday supervisor on duty will inform the appropriate class

teacher who will, in turn, inform the Headteacher. The incident, if deemed serious, or which has been repeated by the same child more than twice, will be recorded.

- Any incidents of cyber bullying will be dealt with as much as possible in school and the parents will be informed straightaway. The school will remind the parent that it is ultimately their responsibility to monitor their child's use of social media.

## **8. MONITORING AND EVALUATION**

This policy will be monitored and its effectiveness will be evaluated in the light of the numbers of bullying incidents recorded, staff response to bullying behaviour and any concerns of children, staff and parents regarding bullying. All members of the Senior Leadership Team are responsible for responding to incidents of bullying and the Headteacher, along with the Deputy Head, have specific responsibility for ensuring the procedures of this policy are followed. The Governors with oversight of this policy, is the Strategic Learning Committee to whom numbers of incidents will be reported annually.

## **9. RECOGNISING LIKELY VICTIMS**

Victims may be pupils who:

- are new to the class or school,
- have special educational needs,
- are different in appearance, speech or background,
- suffer from low esteem,
- are more anxious or nervous,
- are in the wrong place at the wrong time and who act incorrectly,
- have high levels of absenteeism,

- appear lonely with few friends and have difficulty setting themselves in a peer group,
- show deterioration of work.

## 10. ANTI - BULLYING ACTION

- Action will be taken as quickly as possible; the victim will be reassured and offered concrete help and advice.
- Victims need their self-esteem raised through activities designed to improve their social skills.
- The school will make it plain to the bully that we disapprove. However, bullies need help too. They need to be made aware that they can gain satisfaction through working with others rather than in confrontational or competitive ways.
- School management and/or other appropriate persons will be informed.
- Colleagues will be informed if the incident arose out of a situation where everyone should be vigilant.
- The Headteacher will inform both sets of parents and have a constructive plan to offer either side.
- Persistent bullying will have a fixed-term exclusion and/or a child may be excluded permanently.

## 11. PREVENTATIVE TACTICS - 'PREVENTION IS BETTER THAN CURE!'

- All pupils should know the school cares about bullying and we do not want it to exist in our school.
- Good behaviour is always praised and rewarded. Children are reminded about the Golden Rules and are always praised when following them.
- All pupils should know that it is important to speak out and say no to any form of bullying.
- At St Thomas a Becket the Deputy Head, Mrs Cooper and Ms M Caneda, the RE Co-ordinator are responsible for pastoral care.
- New pupils are integrated into our school with care. (School Council members or Class Monitors show new pupils around the school).
- Messages about acceptable and positive behaviour are transmitted in the classroom, through assemblies and incorporated into the British Values lessons.
- There are positive ways of getting across the message of anti-bullying through drama, discussion and games. Discussion and role play are used to explain issues related to bullying and to give individual children confidence to deal with bullying. Assemblies are also used to raise awareness.
- British values sessions are used as a means of discussion whereby the teacher allows children the opportunity to speak about an issue. These sessions can provide a forum for discussion of important issues, relationships, equal rights, friendship, justice and acceptable behaviour.
- Parents are informed. They should know that the school acts to prevent bullying and does not just deal with bullying incidents.

- All non-teaching staff follow our guidelines. The implementation of the anti-bullying procedures needs to be carried out in the same manner.
- The midday supervisors must inform the class teachers of any incidents.
- Staff will investigate every allegation of bullying, recording the date, time, place and names of children involved. Children's play patterns will be observed by the staff and notes made of all children who appear isolated or unhappy. Class teachers will be informed.
- All serious incidents must be reported to the Headteacher.