



Holy Rood Catholic Primary School, Swindon



Anti-Bullying Policy



School Vision:

Belong

At Holy Rood Catholic Primary School we aim to provide a nurturing and inclusive environment enthused by the Spirit of Christ to enable everyone to make a positive contribution, both to the school and the wider community. We will show love, compassion and respect for others.

A sense of unity will be created by forming relationships that are based on trust, loyalty, forgiveness and acceptance; we will endeavour to act justly and be peacemakers as Christ's disciples, inspired by the Gospel values.

We will encourage a sense of responsibility and help children learn to appreciate God's world around them through reflection, mission, prayer, healing and peace.

Learn

We resolve to develop a sense of awe and wonder at God's creation for our children - where creativity flourishes and everyone is inspired to learn, demonstrating a curiosity about the world around them.

We will strive to ensure that all of our learners are able to face new challenges with confidence, in a Christian learning environment where informed risk taking and a resilient attitude are welcomed, encouraged and achieved.

Our positive and enthusiastic approach to teaching and learning will motivate every person. Each will know that they are uniquely loved by God. We will continue to enjoy our learning and reflect on our efforts and achievements, inspiring us to always try our best.

Achieve

The children will be determined in their daily challenges, gaining confidence in their own ability, imagining what they could achieve with continued effort and commitment and working to fulfil the exclusive plan God has for each of them.

By fully engaging in all aspects of school, children will have had the opportunity to go on to become ambitious and competent individuals, always striving to achieve their full potential and positively participating in God's world.

Children's Mission Statement:



Introduction

Bullying is defined as deliberately hurtful behaviour, which is unprovoked and repeated over a period of time. It is behaviour that has the deliberate intention of hurting another person, either physically or emotionally.

This may include:

- physical (repeated hitting, kicking)
- verbal (repeated teasing, name calling, racist or homophobic remarks and remarks aimed at other vulnerable groups)
- emotional (spreading rumours, excluding someone from social groups)
- Cyberbullying by means of internet or mobile phone e.g. social media or email.

Bullying in any form, by anyone, will not be tolerated at Holy Rood Catholic Primary School. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. Everyone has the right to feel safe and happy at school.

Objectives

- To ensure that all pupils, parents/carers, staff and governors know what the school policy is on bullying and what they should do if bullying occurs;
- To ensure that all governors, staff, parents/carers and pupils have an understanding of what bullying is;
- To set out a coordinated approach to preventing and tackling bullying at school.

Aims

- To produce a safe and secure environment where all can learn/work without anxiety.
- To produce a consistent school response to any bullying incidents that may occur.
- To make all those connected with the school aware of our opposition to bullying, and make clear each person's responsibilities with regard to the eradication of bullying in our school.

Links with Other Policies

This policy should be read in conjunction with the Safeguarding and Child Protection Policy, Behaviour Policy, Exclusion Policy, Online Safety Policy (which includes our Acceptable Use Policy).

Responsibilities of all Stakeholders

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of

the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that everyone knows that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws attention to this fact at suitable moments.

The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher ensures the school climate of mutual support and praise for success, making bullying less likely. Individuals are made to feel they are important and belong to a friendly and welcoming school, where bullying is far less likely to be part of their behaviour.

The Role of Governors

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not in any way condone bullying taking place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body reviews the effectiveness of the school policy regularly. The governors require the Head Teacher to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds within 3 weeks to any request from an individual to investigate incidents of bullying. In all cases, the governing body notifies the Head Teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The Role of Other Adults

- Foster in our pupil's self-esteem, self-respect and respect for others
- Demonstrate by example, the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying and record the incidents on CPOMS.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Role of Parents/Carers

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Informing the school of any suspected bullying, even if their children are not involved
- Co-operating with the school, if their child is accused of bullying, try to ascertain the truth. To point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents and carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying.
- To report to any member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- Treat all other pupils, teachers and other staff with respect.

Procedures for Dealing with Behaviour Incidents

Stage 1: incidents arising outside of lessons should be dealt with initially by the person observing them and, if necessary, passed to the appropriate teacher. All adult members of the school community should regard themselves as being on duty at all times and should not allow misdemeanours to go unchecked.

Behaviour in lessons is the responsibility of the class teacher. A support structure should be in place that is effective and consistent.

Stage 2: concerns about persistent problems must be shared with other staff and Head Teacher. Behaviour targets will be set for the child by the class teacher; other staff need to be aware of these. Parents need to be included in setting and monitoring these targets. Staff should keep a note of serious behaviour on CPOMS. This will build up a picture should a long-term problem develop.

Stage 3: if there is little or no improvement, the Head Teacher is included in monitoring behaviour and will meet parents to plan further action. Please refer to the behaviour and exclusion policy for further information.

- Staff should continue to keep a note of serious behaviour on CPOMS.
- If the un-desired behaviour becomes persistent or not controllable by normal means, staff should share their knowledge of the child: others may have seen similar behaviour, which adds to the overall picture.
- Staff should consider what rewards, sanctions and strategies are most likely to improve the situation. These should be made clear to pupils and to other staff; when considered appropriate, parents should be involved and invited to use the strategies and share our aims to improve behaviour.
- Staff, should discuss with the SENCO, Pastoral and the Senior Leadership Team if they feel that behaviour is inhibiting progress. This may lead to the child having a De-escalation Plan written for them.
- The Head Teacher should be involved when repeated misbehaviour is not controlled by the above procedures; the Head Teacher should be aware of when teachers meet parents to discuss behaviour concerns and the outcomes of these meetings. These meeting and the outcome should be recorded on CPOMS.

Teachers should attempt to support all individuals in their class and establish a climate of trust and respect for all. This can be achieved by praising, rewarding and celebrating the success of all, we aim to prevent incidents of bullying.

Any suspicion that an individual is being bullied is taken very seriously and everyone involved alerted to observe whether bullying is taking place.

Everyone, both adults and children, are made aware of what constitutes bullying and are told that any incident of bullying should be reported. PSHE lessons help children to express fears or worries and to enter into the feelings of others. The school raises awareness of bullying through participation in events such as, Anti-Bullying week. All children are made aware of the definition of bullying and how to report such incidents.

Dealing with Incidents of Bullying

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice;
- regular meeting with the pastoral lead
- reassuring the pupil;
- offering continuous support (e.g. buddy system);
- building self-esteem
- restorative justice meeting with the bully if appropriate, mediated by a member of staff

Pupils who have bullied will be helped to change their behaviour by:

- discussing what happened and considering their actions.
- discussing why they became involved;
- establishing the wrong doing and need to change;

- support with the teaching/revisiting of social skills
- raising empathy for the victim, and promote friendship through restorative justice meeting, mediated by a member of staff;
- break the required behaviour or task down into small steps, thereby making initial success easy:
- Praise desired behaviour.

At Holy Rood Catholic Primary School, we use a positive approach to behaviour. All staff aim to recognise and encourage good behaviour, as well as effort and attainment in all areas of school life. We avoid 'public' disapproval and take the individuals aside to address misdemeanours. Staff may remove an individual who is misbehaving from the source of attention, providing time for reflection upon an individual's behaviour choices.

Children are expected to follow instructions and these are not negotiable. At the beginning of the year, the specific rules of each class are decided in discussion between the class teacher and the children of the class. These include listening to each other, caring for one another and caring for the classroom and the equipment in it. The system of awards (class behaviour charts, brownie points) and sanctions are decided between the teacher and children in the class. Children are also rewarded with 'values certificates' during our weekly Celebration Assembly.

Monitoring and review

This policy is monitored on a day-to-day basis by the Head Teacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this through discussion with the Head Teacher. Governors analyse information with regard to gender identity, age, identifying as LGBTQ+ and ethnic background of all children involved in bullying incidents

HOLY ROOD CATHOLIC PRIMARY SCHOOL LIMITS OF PHYSICAL VIOLENCE ON STAFF OR CHILDREN

Should any child go beyond the following limits this could lead to exclusion (see exclusion policy for further information)

- Where a child intentionally harms a member of staff, i.e. adult working within the school, on the private parts of their body or on the face
- Continuous and/or excessive biting, adult or child that leaves a contusion or draws blood.
- Continuous and/or excessive hitting anyone, adult or child.
- Hitting anyone, adult or child, with another object with intention to cause severe harm.



- Excessive scratching, adult or child, with intention to cause harm/draw blood.
- All such cases to be referred to the Head Teacher and the parents informed.