

ANTI BULLYING POLICY

Our Lady of the Visitation Catholic Primary School



Approved by: Maureen Gordon

Date: January 2013

Last reviewed on: January 2019

Next review due by: January 2021

SAFE to LEARN and PLAY: ANTI-BULLYING POLICY

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn and play in a relaxed, secure and safe 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* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting e.g. hiding books, threatening gestures
- Physical pushing, kicking, hitting, punching or any use of violence
- 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
- Cyber all areas of internet, such as email & 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 – it results in pain and distress to the victim. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy:

- To help to reinforce our statement of intent that bullying will not be tolerated.
- To ensure everyone in our school feels safe and is safe.
- To safeguard the pupil who has experience of bullying and to trigger sources of support for the pupil.
- To help to sustain an environment in which children and adults are encouraged to share their concerns and where all children and adults are listened to and taken seriously.

- To ensure everyone in the school policy has an understanding of what bullying is.
- To ensure all governors, teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- To ensure all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- To reassure pupils and parents that this school takes bullying seriously and that swift and appropriate support will be provided.

Signs and Symptoms

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 unwilling to go to school (school phobic)
- feels ill in the morning
- begins to truant
- changes their usual routine
- begs to be driven to school
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- 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
- attempts or threatens suicide or runs away
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and 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.

Prevention / Combating Bullying

- Effective school leadership that continues to promote an open and honest anti-bullying ethos.
- Encouraging pupils to report bullying in confidence using a variety of methods.
- Using a range of curriculum opportunities to draw out anti-bullying messages.
- Use of opportunities throughout the school calendar to raise awareness of the negative consequences of bullying e.g. anti-bullying week in November each year; school assemblies.
- Engaging pupils in the process of developing school policy and promoting open and honest reporting.
- Engaging with parents promptly when issues of bullying come to light.
- Continuing to improve the school environment including evaluating staff supervision patterns and the physical nature of the school environment.
- Using adult mediation services to try to put an end to the bullying and to mend relationships. NB the school employs a part time counsellor for one day a week to provide such support.
- Disciplinary penalties for bullying will impress on the perpetrator that what s/he has done is unacceptable; deter him/her from repeating the behaviour; signal to other pupils that the behaviour is unacceptable and deter them from doing it. Sanctions will hold pupils who bully to account for their behaviour and ensure they face up to the harm they have caused and learn from it.

Reporting, Recording and Monitoring Incidents of Bullying

- Quick, clear and simple reporting to parents.
- Written records of all bullying to be kept by the school.
- Recording all incidents of bullying, by type and reporting the statistics to the governing body.

BULLYING / RACIST INCIDENT REPORT FORM

Name/s of Victim	
Gender	
Ethnic background of Victim (see attached list)	
Name/s of alleged offender/s	
Ethnic background of alleged offender/s (see attached list)	
Incident reported by	
Author of this report	
Date of incident/s	
Date completed form passed on to Headteacher	

behaviours reported - circle key words as appropriate	
Emotional	being unfriendly, excluding, tormenting e.g. hiding books, threatening gestures
Physical	pushing, kicking, hitting, punching or any use of violence
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
Cyber	all areas of internet, such as email & internet chat room misuse mobile threats by text messaging and calls misuse of associated technology i.e. camera and video facilities

Details of the incident/s

Action taken to support the victim

Action taken in respect of the offender/s

Any other action taken in the school as a result of this incident/s

PEOPLE AND AGENCIES INFORMED

who? (name of parents, teacher, outside agency, governor, LA etc.)	date informed	how? (phone, letter)	informed by?