



HOLY FAMILY CATHOLIC PRIMARY SCHOOL

Anti-Bullying Policy

Mission Statement

*'At Holy Family we grow, learn and succeed
in the footsteps of Jesus.'*

Mission Statement and Introduction

This document sets out the aims of our school in relationship to bullying behaviour and a set of strategies to be followed.

We aim to make Holy Family a 'bully-free zone'.

Bullying is considered a whole school issue and is the responsibility of the whole school community. Therefore this document applies to **all** staff, parents, helpers, visitors and pupils.

Definition of bullying

We believe bullying:

- is deliberately hurtful behaviour
- can be persistent, repeated over a period of time

It can take physical, verbal, or indirect forms e.g. hitting, kicking, pushing, hair-pulling, taking belongings, name calling, mimicking, gestures, spreading rumours, racist remarks, a 'look', insulting family or clothes or appearance, damaging property, excluding people.

Rationale

Bullying is detrimental to the ethos of the school and to academic achievement, happiness and attendance. We believe an effective way to tackle bullying is to develop a policy outlining how the issue is raised within the curriculum and how incidents are dealt with after they have happened. As mentioned above it is important that **all** members of our school community, including pupils, parents, governors, teachers and non-teaching staff, are involved in implementing this policy. Every year we promote 'Anti-Bullying' week, where we remind children of this policy and our charter.

Curriculum

Children who are being bullied cannot concentrate fully on their schoolwork and therefore not fully access the National Curriculum. The curriculum, in particular through: Religion lessons, PSHE lessons, circle time and assemblies, can provide powerful ways of exploring some of the issues surrounding bullying behaviour and raise awareness of our schools anti-bullying policy.

The SEAL (Social and Emotional Aspects of Learning) materials will be used as a whole school approach throughout the year which focuses on the emotional well-being of children.

Aims and Objectives

- To make Holy Family a bully free zone.
- To challenge attitudes about bullying behaviour.
- To increase understanding for bullied pupils and to help build an anti-bullying ethos in the school.

- To ensure that everyone in the school knows that bullying is completely unacceptable.
- To have a clear procedure to prevent bullying and clear strategies to deal with incidents that do happen.
- To ensure that all incidents are recorded consistently in a way to make monitoring effective.

Health and Safety

Holy Family is committed to the safety and happiness of all children. We aim to ensure that no pupil suffers injury as result of bullying.

Preventative Strategies

- Take all bullying problems seriously, both of pupils and adults.
- We will listen to parent's accounts of what their child has told them.
- Raise self-esteem (if a child's self esteem is low they are more likely to be bullied or become a bully) through SEAL materials.
- We will make the prevention of bullying a high priority within the school with a clear commitment from the governors and senior management.
- We will promote our school's values which reject bullying behaviour and promote cooperative behaviour.
- We will use the curriculum to raise awareness of bullying and the school's anti-bullying policy.
- We will involve the whole school community in implementing the policy.
- We will create an atmosphere where pupils feel able to tell staff if they are being bullied.
- Staff will try to identify pupils who are being bullied but who don't come forward.
- We will respond promptly and consistently to any bullying behaviour and investigate all incidents thoroughly.
- We will teach pupils assertive and confident responses to inappropriate behaviour through PSHE, circle time, drama and role play.
- We will teach pupils how to work and play cooperatively.
- We will teach children to examine their own behaviour e.g. are they being provocative?
- We will regularly use assemblies to communicate our message.
- We will highlight and praise positive behaviour e.g. rewards in class and acknowledgement in assemblies.
- A statement for children on bullying will be displayed at strategic points in the school and classrooms.
- Anti Bullying posters are designed by all age groups and displayed around the school.
- This policy's effectiveness will be monitored and evaluated.
- We will provide purposeful activities outside the classroom environment e.g. play equipment for lunch break times.
- Children will be offered a 'Helping Hand' which will give them assigned members of staff to chat to if they have any worries.
- We will ensure that action is taken to prevent further incidents (see sanctions).

Sanctions and Procedures

Sanctions should relate to the school's Behaviour policy.

- Investigate the incident thoroughly without initial apportioning of blame.
- Obtain witness information and ensure victims and bullies are interviewed separately.
- Find leader if it's a group, being careful not to accept excuses such as: joke, game or accident.

- The bullied pupil should be reassured that it was right to tell and they will be supported.
- There must be an apology to the victim.
- The incident should be reported to the Headteacher or Deputy Head.
- The Deputy Head will log the incident on a behaviour log.
- The classteacher will notify the parents of both children involved in the incident.
- Staff will implement appropriate sanctions in discussion with the Headteacher e.g reprimand, loss of privileges, detention or loss of privileged time.
- The behaviour of the bully will be monitored for a length of time decided by the Headteacher.
- The bully will be given support to improve behaviour.
- The victim will be monitored for a period of time to provide protection, support and reassurance.
- A plan of action will be discussed for the victim giving positive strategies to follow if confronted again.
- The victim will be allocated at least two members of staff that they feel they can trust and discuss their concerns with.
- If bullying occurs again parents will be involved following the procedures set out in the discipline policy, leading to the ultimate last resort of exclusion, subject to school and LA procedures.

Equal Opportunities

We firmly believe that every child has the right to receive an education free from intimidation. We aim to provide an environment where all voices are heard and treated with respect.

Monitoring and Evaluation

Monitoring and evaluation of the strategies used is the responsibility of the Headteacher and Deputy Head and is necessary to show the effectiveness of the policy. Records of incidents can show whether bullying is becoming less frequent or changing in nature. The results can be used in evaluating the policy and provide insights into any changes that need to be made.

Incidents will be monitored to show: who, where and when, what happened, what action was taken, how was it followed up and a record of letters sent home and responses from parents.

Information collected from monitoring and feedback provided by staff, parents, pupils and governors will be used to update this policy.

Named Teacher for Anti-Bullying – Linda Davison (Headteacher)

Policy Review

This policy will be reviewed during the academic year 2017-2018.