



## Anti-Bullying Policy

'Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.'

Ephesians. 4:29

This policy is underpinned by the school's Values and Mission Statement:

**'With Jesus we Love First, Live the Gospels, Learn for Life'**

### Introduction



Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. Bullying is ongoing, deliberate and unequal. When a bully exercises power over someone and leaves them unable to defend themselves. Bullying can happen anywhere. In order to build an anti-bullying ethos, children must learn how to manage their relationships with others constructively.

Bullying can take different forms. It can be:

- Physical – hitting, kicking, spitting, pushing someone, making rude gestures, taking belongings, getting someone else to hurt others
- Verbal – name-calling, insulting, making offensive remarks, whispering behind someone's back
- Indirect – spreading malicious rumours, exclusion, cyber bullying, sending messages online
- Racist, homophobic and gender related
- Repeated over a period of time (Several times on purpose)

### Aims

- Provide an environment where all children feel safe and secure.
- Ensure that all children and adults within school have a common understanding of what bullying is.
- Minimise incidents of bullying.

### Whole School Strategies to Minimise Bullying

- The school does not tolerate bullying
- As a school, we actively seek, listen to, and value the views of pupils. This is done on an individual basis and through House Meetings.
- All children know and use the school's code **STOP (Several Times on Purpose)** and **STOP (Start Telling Other People)** definition and strategy.
- The school code (**STOP**) gives clear advice to children. This is discussed in House Meetings, in class and there is a school display dedicated to it.
- During National Anti-Bullying week, School and House Captains present an anti-bullying assemblies to the school.
- All children take part in activities which raise awareness of **STOP**. This is done through assemblies, competitions, discussions and debates in classrooms.
- The subject of bullying is addressed at regular intervals in RSHE/PHSE education.

- Opportunities are provided in school as part of the curriculum in RE, RSHE and PSHE curriculum so that issues can be explored: e.g. Anti-bullying Week, House meetings, co-operative group work and circle time.
- Play leaders are trained each year to deal with minor issues whilst referring more serious ones to staff.

## **How the School Responds to Specific Allegations of Bullying**

- All allegations of bullying are carefully investigated. Pupils, parents and staff are encouraged to talk openly about the issue.
- All incidents are recorded on CPOMs.
- A record is kept of known bullying incidents which is shared with and analysed by the Governing Body.
- Children know who to talk to in the first instance. This will usually be their class teacher, but it could also be a House Captain or another teacher or adult known to them.
- As part of the curriculum, greater understanding of bullying in all its forms will be developed. Children are taught strategies to help them deal with bullying situations which they may encounter.
- Staff respond calmly and consistently to allegations or incidents of bullying. The school protects and supports all parties whilst issues are resolved.
- All staff are aware that children with SEND and / or differences/perceived differences are more susceptible to being bullied.
- If the bullying is particularly serious, or the anti-bullying procedures are seen to be ineffective, the Headteacher and the DSL will consider implementing child protection procedures.
- Cyberbullying is covered in our OLOL Trust IT policy.
- Our policy on racist incidents is set out separately and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. We keep a record of racist incidents.
- We keep a record of known bullying incidents which is shared with and analysed by the Governing Body on a termly basis.

## **Reporting and responding to bullying**

A child being bullied must tell - a teacher will listen and act. Any parent/carer suspecting that their child is being bullied must contact school so that action can be taken to STOP this. If the teacher is aware of bullying then they will take appropriate action immediately to ensure a prompt response. The Headteacher must be informed and the Senior Leadership Team is responsible to ensure work is done in school to prevent bullying.

If any person (child, parent or staff) witnesses bullying in any form, they must speak to the Headteacher or a member of the Senior Leadership Team immediately. The School has the expectation that no person will be a bystander and allow bullying to happen without seeking help.

The following steps will be taken if children bully or sexually/racially harass others:-

- Actions will follow the *Behaviour and Good to be Green Policy* for responses to incidents. See *Behaviour and Good to be Green Policy*.
- The child will be told that their behaviour is unacceptable and the reason why will be explained.

- If the bullying is happening during playtimes/lunchtimes then the child will be supervised or stay inside school during these times until staff are satisfied that the perpetrator has been fully educated against engaging in bullying activities.
- The Headteacher will be informed immediately of any incidents involving physical violence and verbal abuse to children/adults. Any violence or severe negative behaviour against another person will result in the perpetrator being placed on a behaviour plan (in line with the school's behaviour policy) or other disciplinary action.
- Parents/carers will be notified and asked to come into school to see the Headteacher & class teacher to discuss the matter. Resulting consequences will be decided upon at this time.

- If the child does not respond appropriately and bullying becomes continues this could result in a fixed term exclusion. It will be made clear to parents/carers that after exclusion there will be a general review of the child's behaviour.
- Any exclusion will be decided by the Headteacher with cases being looked at on an individual basis. If it is necessary to formally exclude more than once and there is no improvement in the child's behaviour it will be necessary for the Headteacher and School Governors to consider further measures in accordance with the 1986 Act.
- Restorative approaches may also be used, by enabling the perpetrator and victim to speak openly in a safe forum, through small group work with a school Emotional Literacy Support Assistant (ELSA) to improve empathy, assertiveness and build positive relationships.
- Support will be available for anyone affected by bullying. If necessary, referrals can be made via the SENDO for outside agency work, such as counselling, advice and intervention from Nottingham Anti-bullying Service.
- Staff can seek support by talking to his/her line manager, headteacher or the CMAT HR department.
- Cyber bullying
  - Do not** reply or respond to any form of cyber bullying.
  - Do** save any images, emails, texts or comments as E-evidence and present to the Headteacher (or Police/PCSO if necessary).
  - Many chat sites have the facility to block people and report incidents and the user, which the School recommends to do.
  - Service providers can, in most cases, trace where the message/data came from so cyber bullies do not remain anonymous.
  - The Education and Inspections Act 2006 gives schools the powers to regulate pupils' behaviour out of school and can result in items such as mobile phones being confiscated.
  - Sanctions for incidents of cyber bullying will be applied the same as listed above for bullying and incidents maybe referred to the Police if necessary.

Staff may lawfully search electronic devices, without consent or parental permission, if there is a suspicion that the pupil has a device prohibited by school rules, or the staff member has good reason to suspect the device may be used to:

- cause harm,
- disrupt teaching,
- break school rules,
- commit an offence,
- cause personal injury

Any data, files or images that are believed to be illegal must be passed to the police as soon as practicable, including pornographic images of children, without deleting them.

Any data, files or images that are not believed to be unlawful, may be deleted or kept as evidence of a breach of the school's behaviour and/or staff code of conduct policy.

#### Recording

All staff will record any reports of bullying on CPOMs and records will be kept and monitored by the DSLs and Headteacher. Anyone who is or has experienced bullying will be supported by school ELSAs. The Headteacher and SENDCO will analyse reports to identify any patterns each term.

#### **The Role of the Teacher**

Teachers support all children in their class, encouraging a climate of trust and respect. All forms of bullying are taken seriously. If bullying taking place between members of a class, the issue is dealt with immediately.

The class teacher discusses the problem with all parties to establish the situation and talk through any issues. An early resolution is sought. All incidents of bullying are recorded on CPOMs and reported to the Headteacher.

#### **Strategies to Prevent the Occurrence of Bullying**

These are central to the Christian ethos of St Patrick's School, which seek to develop the school as a social community which promotes a sense of belonging, caring, sharing, co-operation and responsibility.

There is a real commitment through the school to a committed delivery of Personal, Social, Health and Moral education, which is appropriate to the child's development and experience. In addition, these are reinforced in many forms, some of which are:

Story and Discussion

Co-operative/circle games Role

play/Drama

Assemblies and Collective Worship Playground  
games

Anti-bullying week

Acts of worship and lessons

School Mission Statement and Values

- There is a more direct approach with the teaching of respect, tolerance and empathy for others and their beliefs/wishes as well as the skills required for peaceful problem solving, listening and discussion, actively encouraging trust, identifying and sharing personal feelings/experiences, in small groups or class situations through the curriculum itself – R.E., History, Geography and English etc.

- The teaching of independent learning skills “*Stop it! I don’t like it*” – and permission seeking in empowering the child to manage conflict situations in the playground and classroom.
- A co-operative atmosphere for learning/play/sports games and teamwork skills are taught through PE and Sports Leader activities at breaks and lunchtime.
- Positive reinforcement/affirmation- encourage children to feel good about themselves and others through: Reward system (certificates, stickers) appreciation and celebrations of individuals and their qualities.

**ELSAs and Mental Health First Aider Strategies Include:**

conflict resolution, restorative justice, peaceful problem solving, anger management strategies, assertiveness training, talking through feelings, creating a circle of friends etc. Sessions can be led in small groups which often brings together the victim and perpetrator with positive peer role models to improve relationships and empathy for others.

**Outreach Support includes** annual assembly & classwork through Childline, NSPCC and the PSHE programme through the use of the highly recommend resource TenTen. More details can be found on the school website.

**Parents:** are advised to keep computers downstairs and out of children’s bedrooms in order to closely monitor their child’s computer activity as well as follow guidelines and child protection procedures advised by their service provider. Annual E Safety workshops are run for parents and carers.

**The Role of the Headteacher**

It is the responsibility of the Headteacher to ensure that all staff are aware of the school policy and are able to deal with incidents of bullying.

The head teacher keeps a record of all incidents and reports them to the Governing Body. The Head teacher may invite the child’s parents into the school to discuss the situation. As a result of the discussion clear expectations are laid down as to:

- Expected behaviour and attitudes;
- Arrangements for beginning/ending lessons, lunchtimes, starting and ending the day
- Specific interventions in place to support the needs of children

Individual circumstance will determine the precise arrangements to be made. Support is provided where necessary to the child who is bullying to raise self-esteem and develop appropriate social skills. In more serious cases, the Headteacher may, exclude the child and/or seek advice from external support agencies.

Bullying outside school will be investigated and acted on in these cases the parents of the victim and perpetrator will be involved.

**The Role of Parents**

Parents 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.

### **The Role of Governors**

The Governing Body supports the Headteacher in all attempts to eliminate bullying. Incidents of bullying are taken very seriously and dealt with appropriately.

The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The Governing Body responds to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the governing body.

### **Review**

This anti-bullying policy and its effectiveness is reviewed by the governors.

### **Useful Organisations and Websites:**

**Anti-Bullying Alliance:** <http://anti-bullyingalliance.org.uk/>

**Beat Bullying:** <http://www.beatbullying.org/>

Links to other Policies:

### **Please refer to:**

- St Patrick's Safeguarding and Child Protection Policy
- St Patrick's Behaviour and Good To Be Green Policy for a graduated response to such behaviours
- E Safety Policy
- OLOL IT Policy
- PSHE/RSHE Policy

**Review Date:** December 2026