



Join the faith and learning journey



St Antony's RC Primary School

Anti-bullying Policy

Mission Statement

St. Antony's School is part of the Roman Catholic community of the Holy Family, where Jesus Christ is our inspiration as we raise standards and aspirations for all of our children.

INCLUSION STATEMENT

In this school, we are educating our children to:

- know who they are - a special and unique gift from God
- know why they are here - we all have a purpose and responsibility to look after God's world
- work hard and aim high for their future- find and use their God given talents to be what God intended them to be.

We are a Catholic community, in a modern society, where everyone is equal. The most loving and merciful Jesus Christ is our role model, and He welcomed everyone. All children are welcome in our school, and they and their families become part of our St. Antony's family. We will love and nurture them, and do our best to help them, on their faith and learning journeys, to become what God wants them to be.

Adopted by Governors:(signed on hard copy)

Date:October 2023.....

Review date:.....October 2024.....

POLICY INTENT

We strive to promote an environment where everyone is happy, confident and has a sense of self-worth. We try hard to live as Jesus wants us to by following Our Prayers for Life, so that together we grow in faith, loving each other and loving God. We do all of these things because we want to keep Jesus among us every day at St. Antony's.

Bullying can exist in every school. At St Antony's we work together to create an atmosphere of mutual respect and understanding. However, if an incident should arise there are procedures in place that will enable parents, teachers and pupils to work together to find a solution. We do not make premature assumptions and listen carefully to all accounts of incidents.

We believe that every individual in school has a duty to report an incident of bullying whether it happens to themselves or to another person.

....“Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: ‘Love your neighbour as yourself.’ **Matthew 22: 37-39**

AIMS

As a school we endeavour:

- To help individuals celebrate and value their differences and to acknowledge
- and respect the differences of others.
- To encourage everyone to view themselves as an important part of the school
- community where their participation is valued and views appreciated.
- To promote in everyone a positive attitude and high self-esteem.
- To help individuals to understand and accept the consequences of their own
- actions.
- To develop a programme whereby all incidents of bullying and harassment are
- dealt with fairly and appropriately.
- To help everyone to feel secure in reporting incidents of bullying

Definition of bullying

Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)

A definition of bullying:

- It is hurtful behaviour, which is often, though not necessarily deliberate.

- It is repeated over a period of time.
- It is difficult for those being bullied to defend themselves.

Bullying can take many forms, but the main types are:-

- **Physical** – hitting, kicking, pushing, taking belongings.
- **Verbal** – name calling, insulting, racist remarks*, sexist remarks, homophobic comments (*racist remarks must always be reported to a member of staff).
- **Indirect** – spreading nasty stories about someone, excluding someone from social groups.
- **Cyber-bullying** – please see below

Cyber –bullying

There are many types of cyber-bullying. The ways in which adults and young people communicate online changes rapidly - and therefore the types of cyber bullying can also change rapidly. At present, this is a list of common platforms where cyber bullying could take place:

- Text messages – that are threatening or cause discomfort (including sexting)
- Picture/video-clips via mobile phone cameras – images sent to others to make the victim feel threatened or embarrassed.
- Mobile phone calls – silent calls or abusive messages; or stealing the victim's phone and using it to harass others, to make them believe the victim is responsible.
- Emails – threatening or bullying e-mails, often sent using a pseudonym or somebody else's name.
- Chat room bullying – menacing or upsetting responses to children or young people when they are in web-based chat room.
- Instant messaging (IM) – unpleasant messages sent while children conduct real-time conversations online using MSM (Microsoft Messenger) or Yahoo Chat – although there are others.
- Bullying via 'social networking' websites – such as Instagram, Facebook or Twitter – again there are others.
- Incidents of cyber bullying will be treated in line with our Behaviour Policy or Safeguarding and Child Protection Policy as appropriate.

Technology allows the user to bully anonymously or from an unknown location, 24 hours a day, 7 days a week. Cyber bullying leaves no physical scars so it is, perhaps, less evident to a parent or teacher, but it is highly intrusive and the hurt it causes can be very severe.

At St Antony's R C Primary School, pupils are taught to:

- Understand how to use these technologies safely and know about the risks and consequences of misusing them.

- Know what to do if they or someone they know are being cyber bullied.
- Report any problems with cyber bullying.

The school will take very seriously any cyberbullying that takes place, involving one of its pupils, that has a detrimental effect on another member of the school community or a member of another school's community. These incident(s) will be dealt with seriously in the same way as any other bullying allegation.

St Antony's R C Primary School has:

- Information for parents on: E-communication standards and practices in schools.
- Support for parents and pupils if cyber bullying occurs by: assessing the harm caused, identifying those involved, taking steps to repair harm and to prevent recurrence.
- Links to cyber bullying advice websites, both for adults and children, can be found on our school website.

IMPLEMENTATION OF THIS POLICY

Roles and responsibilities

Head Teacher:

- Always listen to anyone who feels they are a victim of bullying.
- Collect and monitor records of bullying every two weeks.
- Inform and work with parents of the victim and perpetrator.

Staff:

- Always listen to a pupil who feels they are a victim of bullying.
- Discuss with the victim choices to be made to make the situation better.
- Seek advice from other staff or parents, who know the pupil well, so that well informed decisions can be made about the support offered.
- Inform the class teacher or member of the Safeguarding team (Mrs McGowan, Ms Ali, Mrs Malak and Ms Wildy) if you have any concerns.

Pupils:

- Always tell a member of staff if someone you know is upset or being bullied.
- Tell someone you trust if you are being hurt or bullied.
- School Council Members/Chaplains/Prefects are available for any child to discuss bullying issues.

Parents:

- If your child is distressed or regularly reports worries or fears over another pupil's behaviour in school, inform the class teacher as soon as possible.
- Where appropriate liaise and work closely with the member of staff who is supporting your child.
- Sensitively monitor progress and report back continuing concerns of a similar nature.

- Support the school's Anti-Bullying Policy by actively encouraging their child to be a positive member of the school.

PROCEDURE

Incidents are reported to the pupil's class teacher, who investigates the incident, sets appropriate sanctions for the perpetrator, and informs an SLT member of the incident and outcome.

When investigating a bullying incident, the following procedures are adopted:

1. The victim, alleged bully and witnesses are all interviewed separately
2. If appropriate, all parties (bully, victim, witnesses) are asked to write down details of the incident; this may need prompting with questions from the member of staff to obtain the full picture
3. Premature assumptions are not made, as it is important not to be judgemental at this stage
4. Members of staff listen carefully to all accounts, being non-confrontational and not attaching blame until the investigation is complete and deciding the best way to help.
5. Record incident on CPOMS

This may include:

- Taking the appropriate action in line with the school's Behaviour and Discipline Policy
- Informing the SLT who will deal with the issue.
- Referring victim/perpetrator to nurture/Elsa/ MHST
- Inviting parents of children involved for meetings
- Monitoring the situation over an agreed period of time

RESOURCES USED

Preventative work in school

- Prayers for Life
- P4C
- E-safety
- Assemblies
- RSE word – Live Life to the full
- Elsa
- Nurture
- Well-being club

PLANNING AND SEQUENCING LEARNING

Friendship week is used to raise awareness of how our words and actions can have consequences. Our RSE weekly sessions explore what makes a healthy and positive relationship with our family and friends.

EQUALITY

All pupils at St Antony's will be protected against discrimination according to the protected characteristics of the Equality Act. We aim to serve our community as our pupils deserve the best learning experiences regardless of:

Gender

SEND

Race

Religion

Different families

MEASURING THE IMPACT OF OUR POLICY

RECORD KEEPING AND ASSESSMENT

The headteacher keeps a log via CPOMS of all reported incidents including which type of bullying has occurred to allow for proper analyses of the data collected. The headteacher analyses the data in the Log at termly intervals in order to identify any trends in the types of bullying occurring and implement the appropriate measures to tackle it.

MONITORING, REVIEW AND EVALUATION

This school is committed to providing a safe and secure environment for all and recognises the importance of monitoring and evaluating all anti-bullying procedures.

This will be done in the following ways:

- Monitoring entries into the CPOMS on a regular basis.
- A summary will be reported to governors on a termly basis.
- This policy will be reviewed annually and its implementation and effectiveness assessed. The policy will be promoted and implemented throughout the school.

GOVERNORS INVOLVEMENT

The link Governor for Anti-bullying is our wellbeing governor Gemma Linley

The Governing Body must investigate any long term grievance or concern for a family who feel that a bullying issue has not been resolved by staff in school.

CONCLUSION

We strive to create a place where all children feel happy and safe and flourish both academically and socially. We believe all our children have the right to learn in a supportive, caring and safe environment without fear of being bullied.

Reviewed by staff

This policy will be reviewed annually.