Holy Trinity Catholic Primary School

loving
hopeful
attentive
learned
prophetic
curious
wise
faith-filled
grateful
generous
eloquent
discerning
intentional
compassionate
active
truthful

Anti-Bullying Policy

Reviewed October 2018

"Working together through the love of God"

We, as a community, aim to provide a warm, safe, secure and caring environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential in which bullying will not be tolerated. This includes verbal, emotional, racist, sexual, cyber and physical bullying and could involve incidents such as continuous name calling, threats and physical violence. We will deal with any bullying incidents thoroughly and promptly. We also want our children to feel confident to seek support from school should they feel unsafe.

At our school, we encourage anyone who knows that bullying is happening to tell a member of staff. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action.

Policy Development

This policy was formulated in consultation with the whole school community with input from members of staff, governors, parents/carers, children and young people, and other partners. Pupils contribute to the development of the policy through the school council, circle time and regular discussions. Parents/Carers will be encouraged to contribute by: taking part in written consultations, parent meetings and parent focus groups.

Roles and Responsibilities

The Head Teacher – Has overall responsibility for the policy and its implementation and liaising with the Governing Body, parents/carers, the Local Authority and outside agencies. Also, by appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy. **The Anti–bullying Coordinator** in our school is Mr Christie McGovern.
Their responsibilities are:
- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies

- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents – Coordinating with the Head Teacher and other staff
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti-Bullying/Behaviour is

Definition of Bullying

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

Safe to Learn: embedding anti bullying work in schools (2007).

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?
- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally, an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:
- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours excluding people from groups.

Although bullying can occur between individuals, it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:
- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.
Bullying can take place between:
- young people

- young people and staff
- between staff
- individuals or groups

Certain groups of pupils are known to be particularly vulnerable to bullying by others: these may include pupils with special educational needs such as learning or physical disabilities; young carers, Looked After children, those from ethnic and racial minority groups and those young people who may be perceived as lesbian, gay, bi-sexual, transgender or questioning their gender role.

Reporting and Responding to Bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people). This includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

All reported incidents will be taken seriously and investigated involving all parties. As a school, we will:

- Interview all parties involved
- Carefully monitor the situation
- Inform parents when necessary
- Have a range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate
- Refer to the Behaviour policy and school sanctions and how these may be applied including what actions may be taken if bullying persists
- Follow up, especially keeping in touch with the person who reported the situation, parents/carers Support for the victim and the bully.

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident and the Class Teacher will be notified. This record will then be given to the head Teacher. The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This information will be presented to the governors in an anonymous format as part of the Head Teacher's termly report.

The policy review will be linked to the School Improvement Plan, working towards a more inclusive and harmonious ethos across the school community.

Strategies for Preventing Bullying

As part of our ongoing commitment to the safety and welfare of our pupils, we at Holy Trinity School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Restorative Approaches
- Involvement in SEAL
- Involvement in Healthy Schools
- Anti-Bullying week annually in November.
- PSHE/citizenship
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- Student Council
- Peer mentoring schemes
- Playground Buddying
- Staff training and development for all staff to be able to identify bullying and to follow the school policy correctly

- Actively create 'safe places' for vulnerable children

Involvement with parents
We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying
- Ensure parents/carers know about our complaints procedure and how to use it effectively
- Ensure parents/carers know where to access independent advice about bullying
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying

Links with other policies

- Positive Behaviour Policy
- Safeguarding Policy
- Complaints Policy
- Confidentiality policy
- Equality Policy
- PSHE and Citizenship Policy

Monitoring and Review

This policy will be reviewed once every two years, unless any incidents that may occur suggest the need for change.

Head Teacher: Lorna Buchanan   **Date Agreed:_____**

Chair of Governors: **Date Agreed:_____**