



ANTI-BULLYING POLICY

Sacred Heart RC Nursery & Primary School

*We,
the children, teachers, parents and governors
of Sacred Heart RC Primary School
are dedicated to recognising and developing
each person's potential
in a secure and loving community.*



Everyone is sacred

Revised October 2014

Sacred Heart Anti-Bullying Policy

Guidelines on Bullying.

This definition of bullying is taken from the Department of Education Guidelines on Countering Bullying Behaviour:- *"Bullying is repeated aggression- verbal, psychological or physical conducted by an individual or group against others. Isolated incidents of aggressive behaviour, which should not be condoned, would not normally be described as bullying. When the behaviour is systematic and on-going, it is bullying.*

At Sacred Heart, we see bullying as a shared problem. We aim to encourage all members of our school community to recognise bullying, acknowledge its unacceptability and report it.

Bullying can take different forms:

Verbal bullying

Name calling, use of threatening or provocative language, constant negative comments, exclusion from conversation / activities etc;

Psychological bullying

Excluding an individual from group play, refusing to talk to or even acknowledge an individual;

Physical bullying

Hitting, kicking, grabbing an individual; taking, damaging or hiding another's property etc.

Cyber bullying

The use of information and communication technologies to support deliberate, repeated, and hostile behavior by an individual or group, that is intended to harm others.

We aim to:

- Create an environment where everyone is Sacred+and bullying is not tolerated by anyone in the school community.
- Ensure that all children and adults within school have a common understanding of what bullying is:
- Minimise all forms of bullying:
- Communicate clearly to children and parents the school's strong response;
- Stress that the whole school community acts together on this issue;
- Continually work to maintain a warm, welcoming and harmonious atmosphere within school:

Whole School Strategies to Minimise Bullying

It is the responsibility of all within the school to maintain the ethos and discipline codes which have been agreed. Pupils need good models from adults, from which they may develop their own self-discipline. We are committed to:

- “ Focusing on what is going well - the positives;
- “ Giving plenty of praise (but avoid overdoing this . it needs to keep its value);
- “ Making clear that it is the **behaviour** we do not want . not the child;
- “ Drawing attention to good behaviour (moving to gold);
- “ Giving clear and regular reminders of what is expected (use of traffic lights);
- “ Teaching good behaviour, manners etc through own conduct;
- “ Setting an example ourselves, for example in dress, manner, courtesy and care.

Similarly, we expect all adults to treat one another with respect so that appropriate models of behaviour are recognised by the children. If an adult feels bullied by another parent, staff member or governor, this should be immediately reported to their line manager and then Headteacher. In cases where the Headteacher is involved, bullying should be reported to the Chair of Governors.

All incidents of bullying or alleged bullying should be recorded on
a blue record of concern form.

Strategies for preventing bullying include:

1. All staff will make pupils aware of the problems that can be caused by bullying. This is to be achieved through:
 - Annual Anti-Bullying focus in the curriculum (This may fall outside the nation anti-bullying week)
 - Assemblies
 - Whole class discussion
 - Group discussions
 - Talking to individuals.
2. The theme of Say no to Bullying is integrated into circle time through the PHSE Curriculum using the Social and Emotional Aspects of Learning (SEAL) documentation.
3. Peer mediators are trained in Year 5 and Year 6 to help with minor playground issues in order to avoid small problems growing into larger ones.
4. All accessible areas of the school, such as cloakrooms, should be supervised when possible, at the start and end of each day and at the start and end of break times so as to minimise the possibility of bullying occurring.
5. Class expectations (known as Sacred Agreements) are agreed and established at the beginning of the school year which promote positive behaviour and shared responsibility. These expectations are regularly referred to and adapted where necessary throughout the year.
6. Cyber-bullying is actively discouraged through our Internet policy. Keeping safe online is a continual part of our curriculum and parents are made aware

in a variety of ways throughout the year of ways to keep their children safe online, including an awareness of cyber-bullying. Children are not allowed to be in possession of mobile phones during the school day.

STRATEGIES FOR DEALING WITH BULLYING – Keeping Children Safe

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all pupils to come to school and to enjoy a happy and secure environment. Parents, pupils and staff should be left in no doubt that bullying, in all its forms, **will not be tolerated**.

All staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying.

If bullying does occur:

- Pupils are encouraged to find the help of an adult they trust and to stay where there are plenty of other pupils about and where an adult can see them.
- In the first instance, staff will deal with incidents of bullying in the classroom and then report to the Senior Leadership Team who will take action where deemed necessary. This may include discussion with the whole staff or an individual teacher, establishing additional strategies to overcome the difficulties caused by bullying and discussion with those pupils involved within a peer group support approach.
- Pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against our school's mission and the school rules.
- Pupils who have bullied need to know that these actions are not tolerated and should find ways to make amends through negotiation and discussion with the staff of the school.

If bullying persists:

- 1) The bully, or groups of bullies, will be withdrawn from the playground or classroom for a period of time and their parents will be informed of the action that has been taken.
- 2) Their behaviour will be monitored for a period of time so as to enable the school and home to work together to overcome problems. If the bullying still persists parents/carers will be invited into school to discuss the incidents.
- 3) Parents will be invited again to review progress and/or to for a final warning before exclusion.
- 4) Ultimately, an exclusion from school may be given if the bullying behaviour does not stop. In line with the school's exclusions policy. The parents then have a right of appeal to the Governing Body and LEA

Involving Parents

Parental support is one of the keys to the success of our Anti Bullying Policy.

What should Parents do if they feel their child is being bullied?

Any parent contacting the school with a particular concern will always be taken seriously.

The first point of contact for the parent is the child's class teacher.

As a class teacher we will follow the following steps;

"Recognise that the parent may be angry or upset

"Keep an open mind . bullying can be difficult to detect, so a lack of staff awareness does not mean that no bullying has occurred

"Remain calm and understanding

"Make it clear that the school does care and that appropriate action will be taken

"Explain the agreed school procedures and policy and ensure these are followed.

Record the concerns on a blue record of concern form and pass the form to a member of the safeguarding team (Nichola Day, Helen Brown, Christine Nott).

If a parent and/or class teacher feels that the situation has not improved or been resolved, then the parent/carer should make an appointment to see the Headteacher

Dealing with Reported Incidents of Bullying

At Sacred Heart School we adhere to 5 key points

1 Never ignore suspected bullying

2 Don't make premature assumptions

3 Listen carefully to all accounts – several pupils saying the same thing does not necessarily mean they are telling the truth

4 Adopt a problem solving approach

5 Follow up repeatedly, checking bullying has not resumed

Monitoring and Evaluating the Policy

The policy will be regularly monitored and evaluated by the Safeguarding Lead and class teachers; through the following methods:-

- Staff Meetings and TA meetings
- Talking with pupils e.g. in circle time
- School council meetings
- Playground observations
- Pupil conferencing

Assemblies throughout the year will reinforce the %Anti- Bullying+message.

Useful Websites;

- <http://www.bullying.co.uk>
- <http://www.childline.org.uk/>
- <http://www.britkid.org/>
- <http://www.kidscape.org.uk/>
- <http://www.antibullying.net/resourceswwwlinks.htm>
- <http://www.beatbullying.org/>
- <http://www.thinkuknow.co.uk/Teachers/>
- <http://www.ceop.police.uk/Report-Abuse/cyberbullying/>