



Anti-Bullying Policy

**Revised:
January 2020**

Introduction

All pupils have the right to access a high-quality education and to play and to learn in a safe and supportive environment. St Cuthbert's RC Primary school is a silver Rights Respecting School, based upon the UN Convention of the Rights of the Child.

As a Rights Respecting School we recognise:

- Article 28 'The right of every child to a good quality education'
- Article 19 'All children have the right to be protected from danger'
- Article 2 'Every child has the right to be treated equally and with respect'
- Article 31 'Every child has the right to play in a safe environment'

The aim of this policy is to ensure that pupils at St. Cuthbert's RCVA Primary School learn in a supportive, caring and safe environment without fear of being bullied.

Defining bullying

We, along with the Anti-Bullying Alliance (ABA), define bullying using the following definition:

" The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace."

Bullying can take a variety of forms:

- Emotional - being deliberately unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on, the issue of sexual orientation, whether actual or perceived
- Anti-disability - bullying related to perceptions about disability and/or special educational needs
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - misusing the internet, e-mail & internet chat rooms making threats by text messaging or telephone calls misusing associated technology, i.e. camera & video facilities

The role of governors

- The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. 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.
- A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies the headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

The role of the staff.

- All staff members will help to promote a whole school ethos of mutual respect and will encourage pupils to care for each other, be polite and honest and show empathy.
- All staff will be alert to signs of bullying and follow procedures to deal with these incidents.
- Incidents will be logged consistently using the CPOMS system and the relevant people will be tagged into them.
- Staff will attend CPD and staff meetings to ensure training is kept up to date.

The role of the children

- Children will be encouraged to report any incidents of bullying that happens to them or that they witness or know of.
- Anti-Bullying Ambassadors will help children to find buddies to play with and will help children when they fall out with friends.
- Children will encourage everyone to join in not leave anyone out, take turns and play inclusive games.
- Anti-Bullying Ambassadors will help to raise awareness of bullying and to support children who may have been bullied.

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. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school Prospectus.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

Dealing with incidents

- When bullying is suspected or reported, the school will do all it can to ensure that there is no repeat of the behaviour, so that the victim suffers no further distress.

- Each case of bullying will be dealt with individually, following the guidelines in this policy:

Suspected or reported bullying will be dealt with immediately by the member of staff who has been approached.

A clear account of the incident will be recorded and given to a member of the Senior Leadership Team.

The member of the Senior Leadership Team will interview all concerned and will record the incident.

Preventative measures

- All staff in our school take bullying seriously and seek to prevent it from taking place.
- When any bullying taking place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the special needs coordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies, such as the social services.
- The school will raise awareness of bullying during whole school assemblies, Anti-Bullying Week, and workshops for pupils and parents. Children are taught to celebrate differences and discuss scenarios during PHSE or circle time.
- If bullying happens on the way to school, outside of school (in person or online) or on a school trip parents will be notified and the incident will be logged on CPOMS. Any adult witnessing bullying behaviour should inform school immediately.
- Support will be offered to any child who has been a victim of bullying. The child accused of bullying will also receive support to understand why their behaviour is unacceptable and how they can change it in the future.

The equality Act 2010 is committed to preventing and responding effectively to the bullying of protected and vulnerable groups of children including disabled children / children with SEN, those who are or perceived to be LGBT, race and religion targeted, sexist and sexual bullying.

Monitoring and review

- This policy is monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness of the policy.
- This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, where incidents of bullying are recorded, and by discussion with the headteacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

This policy will be reviewed in two years, or earlier if necessary