

“We live, love and learn His way”

Holy Family R.C. Primary School, Limeside, Oldham



Anti-Bullying Policy

Rationale

At Holy Family R.C. Primary School, we recognise that bullying can occur. When it does it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in the school to recognise bullying when it takes place and to deal with it effectively.

Our School's values and beliefs:

- All pupils and staff have the right to feel happy, safe and included
- Pupils and staff have the right to work in an environment without harassment, intimidation or fear
- All bullying of any sort is unacceptable
- Pupils who have experienced bullying will be supported
- Pupils who are accused of bullying, who may be experiencing problems of their own, will be supported
- We recognise the effects that bullying can have on a pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment
- We recognise the important role reconciliation plays when dealing with incidents of bullying.

What is bullying?

Our definition of bullying:

“Bullying...involves dominance of one pupil by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.”

DFE Guidance: Circular 8/94, Pupil Behaviour and Discipline.

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves.

We believe that there are a number of types of bullying.

Emotional: excluding from a group, tormenting, ridiculing, humiliating

Physical: hitting, punching, pinching kicking or taking someone's belongings.

Verbal: name-calling, insulting, indirect bullying, through spreading stories about someone, threats,

making fun of someone

Racist: racial taunts, gestures, making fun of someone's culture or religion

Sexual: unwanted physical contact, sexually abusive or sexist comments

Cyber: setting up hate websites, offensive e-mails and texts

Peer on Peer Abuse: as stated above and including upskirting, sexting, initiation/hazing type violence and rituals

Bullying is not:

It is important to understand that bullying is not odd occasion falling out with friends, name-calling,

and arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out

or say things because they are upset. When occasional problems of this kind arise it is not classed as

bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name-calling or childish prank. We all have to learn how to deal with these

situations and develop social skills to repair relationships.

It is bullying if it is done repeatedly and on purpose.

Whenever the opportunity arises it must be made profoundly clear that we will not tolerate bullying at Holy Family. We are committed to providing a caring, friendly and safe environment for all our pupils so that they can grow and learn in a relaxed and safe environment.

Why do we tackle bullying?

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- bullying makes people unhappy and leads to low self-esteem.
- pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- some pupils avoid being bullied by not attending school.
- pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- we wish to build the self-esteem of all pupils, especially bullies and victims.

Role of Parents

Parents have an important part to play in our anti bullying policy. We ask parents to:

- Look out for unusual behaviour in your child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in your child's education, enquire how their day has gone, who they have spent time with etc.
- If you feel your child may be a victim of bullying behaviour, inform the school. Your complaint will be taken seriously and appropriate action will follow.
- If you feel a child has bullied your child, please do not approach that child in the playground or on their way home. Please inform the school immediately.
- It is important that you do not advise your child to fight back or to repeat the bully's behaviour. This will only make the situation worse.
- Tell your child it is not their fault they are being bullied.
- Reinforce the school policy on bullying and ensure your child is not afraid to ask for help.

- If you know your child is involved in bullying, please discuss the issues with them and inform the school. The matter will be dealt with appropriately.

Role of Children

- Pupils who have been bullied should report this to their class teacher or an adult who they feel comfortable talking to.
- Pupils who see others being bullied should report this to their class teacher.

Procedures for reporting and responding to bullying incidents

Allegations and incidents of bullying at Holy Family R.C. Primary School will be taken seriously by all staff and dealt with impartially and promptly, in-line with the school's safeguarding and behaviour policy. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

Work with the children concerned may involve some or all of the following:

- Support for pupils who are bullied;
- Interviewing the pupil (or pupils) involved in bullying separately;
- Listening to their version of events;
- Talking to anyone else who may have witnessed the bullying;
- Reinforcing the message that bullying is not acceptable, and that we expect bullying to stop; Affirming that it is right for pupils to let us know when they are bullied;
- Adopting a joint problem solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others;
- Considering sanctions under our school's Behaviour Policy;
- Working with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need;
- Incorporating time for reconciliation to take place and damaged relationships to be repaired;
- Contacting the parents of pupils involved.

Appropriate action will be taken to end the bullying behaviour or threats of bullying. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied i.e. loss of privileges, spending playtime and lunchtimes with an adult, be withdrawn from class, be withdrawn from participation in a school visit, club or event not essential to the curriculum. If possible, the pupils will be reconciled. Support will be given to help the bully (bullies) understand and change his/her behaviour through Reflection Time.

All incidents of bullying will be recorded and kept on the school system CPOMS. In repeated or serious cases the school may follow the following sanctions: lunch time exclusion, fixed term exclusion, permanent exclusion.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- Regular PSHE teaching following the agreed scheme of work
- Taking part in national anti-bullying week
- Awareness through anti bullying assemblies
- Circle time
- Drama/role play activities
- Implementation of playground sports leaders
- Playground buddies for children who are experiences difficulties settling into school
- Praise and rewards to reinforce good behaviour.
- Encouraging the whole school community to model appropriate behaviour towards one
- another.
- When a child is struggling with relationships a Circle of Friends may be introduced.

Monitoring of Policy

This policy will be monitored by the Senior Leadership Team and through staff meetings and will be reviewed annually.

Agreed: November 2019

To be reviewed: November 2020