



St. Philomena's Catholic Primary School

Headteacher: Miss V Maher

Anti-Bullying Policy

2022

This policy should be read in conjunction with :-

E- Safety Policy

Behaviour & Discipline Policy

Home School Agreement

Complaints Policy

The teaching of Citizenship & PHSE

Date of Policy	Signed	Position
July 2022	Veronica Maher	Headteacher
Monitoring	By	Date
Review	Full Governing Body	
This policy will be reviewed every two years by the full Governing Body		
Date of next review : July 2024		

Anti-Bullying Policy

St Philomena's School is founded on faith in Jesus Christ and the life of the school community is centred on His presence.

Introduction

Every child should be able to learn in a bully free environment. All children should feel confident that when coming to school they can spend the day in a place where everyone works together to support each other. When bullying does occur, children and parents should feel confident to report the behaviour, secure in the knowledge that the report will be taken seriously.

Our Aims

St Philomena's CP School's Anti-Bullying Policy outlines what the school will do to tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults and adults and children or young people, will not be tolerated.

The school will :

- provide a safe and secure environment where all can learn without anxiety
- discuss, monitor and review the anti-bullying policy on a regular basis
- support staff to promote positive relationships and identify and tackle bullying appropriately
- ensure that children are aware that bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn will work with the school to uphold the anti-bullying policy
- seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority, the Umbrella Trust and other relevant organisations when appropriate.

Definition of Bullying

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

Bullying can include :

- name calling, taunting, mocking and making offensive comments
- kicking, hitting and taking or damaging belongings
- inappropriate text messaging and electronic messaging (including through web-sites, social networking sites and Instant Messenger)
- sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping, excluding people from groups or spreading hurtful and untruthful rumours.

Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including that which is related to :

- race, religion or culture
- Special Educational Needs (SEN)
- appearance or health conditions
- sexual orientation
- young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying
- cyber bullying

Preventing, identifying and responding to bullying

We will :

- work with staff, governors and outside agencies to identify all forms of prejudice-driven bullying
- actively provide systematic opportunities to develop children's social and emotional skills, including their resilience, through the PHSE curriculum, through displays, through peer support and through the School Council.
- train all staff and governors to identify and follow school policy and procedures on bullying
- actively create 'safe spaces' for vulnerable children and young people
- use a variety of techniques to resolve issues between those who bully and those who have been bullied.

Signs of bullying

Children are encouraged to report incidents of bullying either of themselves or of others. However, there are times when children will 'suffer in silence' out of fear of what might happen if the bullying is reported. Therefore, it is important that everyone watches out for the following indicators in the behaviour of victims of bullying.

The victim might be:

- frightened or unwilling to come to school
- absent from school more than usual
- withdrawn and anxious
- starting to stammer
- running away from school
- crying at night or having nightmares
- performing less well at school
- coming home with damaged belongings or possessions going missing
- asking for money or stealing money
- losing money on a regular basis
- suffering from unexplained bruises or cuts
- becoming more aggressive and bullying others
- losing appetite or complaining of being hungry.

Equal Opportunities

It should be noted that there is no one 'stereotypical' bully. Bullies come in all shapes and sizes and most people at some stage will have been involved in a bullying incident. It is important that everyone keeps an open mind when dealing with allegations and should be clear of their evidence. However, there may also be times where children have to be given the benefit of the doubt, both for and against the bully, where insufficient proof is available.

Responsibilities

- School governors are responsible for taking a lead role in monitoring and reviewing this policy
- Governors, the Headteacher, Senior Leaders, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher is responsible for communicating the policy to the community.
- Children are responsible for ensuring they abide by the policy.

The named Governor with lead responsibility for this policy is Philip O'Halloran.

The named member of staff with lead responsibility is Veronica Maher.

Involvement of Pupils

We will:

- regularly canvas children and young people's views on the extent and nature of bullying
- ensure children know how to express worries and anxieties about bullying
- ensure all students are aware of the range of sanctions which may be applied to those engaging in bullying
- involve students in anti-bullying campaigns in school
- publicise the details of helplines and websites
- offer support to students who have been bullied
- work with students who have been bullying in order to address the problems they have
- liaise with parents and carers.

We will:

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

Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

Complaints Policy

Behaviour & Discipline Policy

Child Protection & Safeguarding Policy

E-Safety Policy

The teaching of Citizenship and PSHE education

The recording of racial incidents

Monitoring & review – policy into practice

This policy will be reviewed every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the Department for Education (DfE), the Anti-Bullying Alliance and The Power of One to inform its action planning to prevent and tackle bullying.

Key Information

For more information visit the DfE at

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

The Anti-Bullying Alliance at

<http://www.anti-bullyingalliance.org.uk>

Soren Bennick – The Power of One

www.sorenbennick.com