

St. Margaret Clitherow's Primary Academy

(Part of St. Oswald's Catholic Voluntary Academy)



CATHOLIC VOLUNTARY
PRIMARY ACADEMY

Anti Bullying Policy July 2018

Produced by:	Miss Lisa Westwood
Ratified:	17 th July 2018
Review Frequency:	Biennial
Review Date:	July 2020

Saint Margaret Clitherow's Catholic Primary Academy

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. It is the aim of our school to foster a culture in which children will feel secure enough to report any incidents of bullying, whether it is first hand or witnessed bullying. Children will be safe in the knowledge that all such reports will be taken seriously, dealt with promptly and treated with the utmost sensitivity. Bullying in any form will not be tolerated.

Our school vision encourages children to love and protect each other. This vision is supported by 'Statements to Live by', which reinforce and teach our children how to respond in difficult situations.

The Education and Inspections Act 2006 outlines a number of legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Behaviour Policy, which is communicated to all pupils, school staff and parents. At St Margaret Clitherow's we encourage and reward the good behaviour rather than merely deterring anti-social behaviour. The Anti-Bullying Policy must be read alongside the school's Behaviour Policy.

Legal framework

This policy has due regard to legislation, including, but not limited to, the following:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998
- Education Act 2011

This policy will be implemented in conjunction with the school's:

- Behaviour Policy
- Cyber Bullying Policy
- E-safety Policy

The school understands that, under the Equality Act 2010, it has a responsibility to: eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act; advance equality of opportunity between people who share a protected characteristic and people who do not share it; and foster good relations between people who share a protected characteristic and people who do not share it.

The school understands that, under the Human Rights Act (HRA) 1998, it could have charges brought against it if it allows the rights of children and young people at the school to be breached by failing to take bullying seriously.

What Is Bullying?

If an anti-bullying policy is to work, it is essential that there is an understanding of the definition of bullying. "Bullying is when a person or a group of people are deliberately unkind to another person over a period of time. It can be physical, verbal or cyber bullying."

Bullying is generally characterised by:

- **Repetition:** Incidents are not one-offs; they are frequent and happen over a period of time.
- **Intent:** The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- **Targeting:** Bullying is generally targeted at a specific individual or group.
- **Power imbalance:** Whether real or perceived, bullying is generally based on unequal power relations.

Bullying can be:

- Emotional being unfriendly, excluding, rumours, whispering, dirty looks
- Physical pushing, kicking, hitting, punching or any other use of violence, threatening gestures, taking belongings, hiding things
- Racist racial taunts, graffiti or gestures relating to religion, race, culture, gender and travellers. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.
- Sexual / sexist unwanted physical contact or sexually abusive comments, sexist comments
- Homophobic /
Biphobic /
Transphobic because of, or focussing on the issue of sexuality, whether actual or perceived.
- Verbal name-calling
- Cyber all areas of internet, such as email, internet, chat room misuse, text messaging, phone calls, misuse of associated technology e.g. video and picture messaging
- SEND visual and non-visual disabilities, making fun of family members

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and in cyberspace. It can take place during the school day in the classroom, in the corridor or toilets, on the playground, out of school whilst on residential visits, day visits, in group activities and between families in the local community.

Signs and Symptoms for Parents and Staff

In addition to a disclosure of bullying, a child may indicate by signs or behaviour that he or she is being bullied. These can include, but are not limited to:

- being frightened of walking to or from school
- changes in their usual routine
- being unwilling to go to school (school phobic) or playing truant
- changes in their behaviour
- becoming withdrawn, anxious, or lacking in confidence
- onset of stammering
- attempting or threatening suicide or running away
- crying themselves to sleep at night or having nightmares
- feeling ill in the morning
- having damaged or missing possessions
- having unexplained cuts or bruises
- becoming aggressive, disruptive or unreasonable
- bullying other children or siblings
- changes in appetite
- giving improbable excuses for any of the above
- being afraid to use the internet or mobile phone

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- All children, whether victim or bully, will receive the support that is needed to overcome this problem.
- Bullying will not be tolerated.

Prevention

At Saint Margaret Clitherow's every member of staff understands the importance of creating a school environment which fosters caring attitudes and allows self-esteem to flourish. When a child feels good about them self, they are less likely to become a bully or a victim of bullying. Our core values and statements of belief, together with our Behaviour Policy and school vision help to create a culture of self-growth and empathy towards others. Mutual respect is shared amongst pupils, teaching staff and all support staff. St. Margaret Clitherow's school staff use a range of methods to increase self-esteem amongst all pupils, therefore helping the children to prevent bullying. As and when appropriate, these may include:

- Discussing the school rules which set out our school's moral code of conduct.
- Boosting self esteem and raising awareness of the importance of kind and caring behaviour through open praise, stickers, SMC tickets, Passport Stickers for good conduct and certificates.

- Providing opportunities to discuss and understand issues of bullying through lessons, role-play, circle time, stories and assemblies.
- Having open discussions of encouragement to ensure all children feel safe to report incidents of bullying.
- Providing support groups for victims and bullies if appropriate.
- Monitoring the Anti-bullying Policy through discussions and questionnaires with pupils, parents and staff.

Roles and responsibilities

Children

Children must be given a voice. This generates a feeling that what they have to say matters, that they will be listened to and their suggestions acted upon, where appropriate.

St Margaret Clitherow's Anti Bullying Steps.

If you think that you, or someone that you know, are being bullied:

- 1) Find the nearest adult and tell them.
- 2) The adult will talk to everybody involved. If they find it is a bullying incident, they will tell Mrs Jamalizadeh, Miss McNicholas or Mrs McCabe.
- 3) Mrs Jamalizadeh, Miss McNicholas or Mrs McCabe will speak to the children involved and their parents.
- 4) If the bullying continues, an Anti Bullying planning meeting will be held with the bully's parents. An Anti Bullying plan will be written that the bully and their parents sign. The bully will work in isolation for 3 days.

Parents

Parents have been informed about the policies of the school towards behaviour, discipline and bullying. This will continue and will help to promote a shared understanding of the rules and beliefs that underpin the actions of the staff. We expect parents to support their child's learning, and to cooperate with the school, as set out in the home-school agreement. We try to build a supportive dialogue between the home and the school, and we inform parents immediately if we have concerns about their child's welfare or behaviour.

If a parent suspects incidents of bullying, concerns should be reported to a member of staff as soon as possible. They should not:

1. Attempt to sort the problem out themselves by speaking to the child involved or their parents.
2. Encourage children to be 'a bully' back.

Both of these will only make the problem much harder to solve.

Head Teacher

The Head Teacher has the responsibility for setting the overall tone of what is acceptable and desirable conduct and for ensuring that staff are trained and able to implement this policy. The Head Teacher needs to be kept informed of incidents of indiscipline and bullying. All bullying incidents are recorded using CPOMS, and these are monitored and analysed regularly. The Head Teacher has the responsibility for giving fixed-term suspensions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Head Teacher may permanently exclude a child.

Staff

Staff (both teaching and non-teaching) have a duty to implement consistently the agreed policy of the school and to be alert to signs of bullying. Staff support all children in school and aim to create an atmosphere of respect. By praising, rewarding and celebrating the achievements and successes of all children, staff aim to

prevent incidents of bullying through the reinforcement of positive relationships. Children in all year groups are taught about bullying and prevention of bullying at a level that is appropriate to their age and understanding. Staff also use 'Anti-bullying Week' each year to raise awareness and understanding of bullying. Dealing with inappropriate behaviour and the application of sanctions would normally be part of the class teacher's responsibility. All staff record behaviour and bullying incidents on CPOMS and notify the Head Teacher. Parents are asked to speak to the class teacher first where they have concerns about misbehaviour or bullying as the teacher is most likely to have the greatest insight into the circumstances surrounding a particular problem. If necessary the problem is passed on to the Head teacher.

Lunchtime Supervisors

The Supervisory Team have an influence over the climate that prevails during lunchtime. Staff training is carried out to develop a shared understanding of the issues surrounding lunchtime and its supervision.

Anti-bullying Ambassadors (SMC Ambassadors)

The Anti-bullying Ambassadors support the work of raising awareness and understanding about bullying in school. There are SMC Ambassadors in each year group in Key Stage 1 and 2. They have received training about bullying, what it is and the forms it can take. They raise awareness of bullying in school by leading assemblies, creating posters and by being a clearly identifiable presence around school in their blue vests, offering support to other children when needed. The SMC Ambassadors set a positive example of behaviour and encourage friendships and good relationships. They are also involved in the nomination and awarding of the 'SMC Respect Awards'. The Ambassadors attend regular meetings with Miss Westwood (the Anti-bullying co-ordinator) to continue to develop their understanding of bullying and their role in school.

Governors

School Governors have a duty to ensure that the school has a coherent policy that ensures the children develop positive attitudes, have high standards of behaviour and self-discipline and acquire respect for themselves and others. Governors should support the staff in the task of developing school policies on behaviour.

Staff development

Outside Agencies such as the Learning Support Service, the Behaviour Support Service, the Educational Welfare Service and CAMHS exist to facilitate the identification and support of special needs, which would include behavioural difficulties.

As a routine part of staff development, INSET requirements in respect of behaviour issues will be assessed. The school seeks to make full use of the range and wealth of experience of the current teaching staff when planning INSET. Learning Support Assistants' requirements in their supporting of pupils' needs will also be considered frequently. Where appropriate, staff are encouraged to attend courses that help them to acquire the skills needed to work with pupils that have a special need. The School's INSET needs will be included in the School Development Plan

Signed Head teacher : Mrs N Jamalizadeh

Signed Chair of Governors Mrs J Miller

Date: July 2018

CONTACT OFFICERS:

Independent Behaviour Consultant:

Kate Hillyard
Well being consultant
108 Freeborough Rd
Moorsholm
Saltburn by the sea
TS12 3JB
Kate-hillyard@hotmail.co.uk
07789070664

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)
General advice line: **0808 800 5793**

Children's Legal Centre	http://www.childrenslegalcentre.com/	
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)		0845 1 205 204
Parentline Plus		0808 800 2222
Youth Access		020 8772 9900
Bullying Online	www.bullying.co.uk	

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.