"We are a Catholic community, living and learning in faith.
Through the Gospel values of faith, hope, trust and love,
we aim to recognise individuality and enable each other to fulfil our potential"

St Cuthbert's Catholic Primary School
Anti-Bullying Policy

Responsible for policy	Behaviour Lead
Approved by	Headteacher
Date	Summer 2020
Review Period	Summer 2023
Status	Statutory

St Cuthbert's Catholic Primary School is committed to safeguarding, child protection,
and promoting the welfare of children and young people and expects all members
of the School and its community to demonstrably share this commitment.

Introduction

At St. Cuthbert`s CP School we aim to provide a safe, caring and friendly environment for all our children to allow them to learn effectively, improve their life chances and help them maximise their potential.

We expect children to feel safe in School and on School related journeys, including that they understand the issues relating to safety, such as bullying and that they feel confident to seek support from School should they feel unsafe. We encourage parents/carers to reinforce with their children that it is important to seek adult help should they feel unsafe.

Policy development

This policy was formulated in consultation with the whole School community with input from Members of staff, governors, parents/carers, children and young people, and other partners.

Children contribute to the development of the policy through the School council and circle time discussions. As a result of these discussions, each class created their class agreements at the beginning of the School year.

Parents/Carers will be encouraged to contribute by: taking part in written consultations, parent meetings and curriculum mornings.

Roles and responsibilities

The Headteacher – Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator (TI) who will have general responsibility for handling the implementation of this policy.

The Anti –bullying Coordinator in our School is: Tracy Ingram

Her responsibilities are:

- Policy development and review involving children, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti-bullying (Behaviour) is: Jenny Missen

All staff at this School have a responsibility to model respectful behaviours both towards children and towards other adults. All visitors to the School have the same responsibility.

Definition of bullying

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

Safe to Learn: embedding anti bullying work in schools (2007)

or

'The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim.'

Anti-Bullying Alliance

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:
- name calling
- taunting
- mocking
- making offensive comments
- making threats and/or threatening behaviour
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Specific types of bullying include:

- physical bullying
- direct verbal bullying
- relational bullying
- cyber-bullying
- bullying related to special educational needs or disabilities
- Sexist / transgender / homophobic bullying
- bullying related to race, religion or culture
- bullying of young carers or looked after children or otherwise related to home circumstances

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:
- young people
- young people and staff
- between staff
- individuals or groups

Reporting and responding to bullying

Our School has clear and well-publicised systems to report bullying for the whole School community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

The following groups of people:
- Children and young people in School
- Parents/carers
- All staff and visitors
- Bystanders

Should always report to (in the following order):
1. Class teacher
2. The behaviour/pastoral care leader (Tracy Ingram)
3. Headteacher
4. Governors

Procedures

All reported incidents will be taken seriously and investigated involving all parties.
The School will take the following steps;
- Interview all parties
- Inform parents
- Try a range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate

- Referral to Behaviour policy and School sanctions and how these may be applied including what actions may be taken if bullying persists
- Follow up especially keeping in touch with the person who reported the situation, parents/carers
- Support for both the victim and the bully.

Recording bullying and evaluating the policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be stored by the Anti-bullying coordinator and the Headteacher (hard copies will be filed in the behaviour folder).

The information stored will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in School and development of the policy.

This information will be presented to the governors as part of the annual report.

The policy will be reviewed and updated every three years unless new legislation is issued. The policy review will be linked to the School Improvement Plan, working towards a more inclusive ethos across the School community.

Strategies for preventing bullying

As part of our ongoing commitment to the safety and welfare of our children we at St. Cuthbert`s Catholic Primary School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Involvement in SEAL including Anti-bullying Unit.
- Anti-Bullying week annually in November.
- PSHE/citizenship
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- Peer mentoring schemes
- Playground buddying
- Parent information events/information
- Staff training and development for all staff
- Restorative approach

Links with other policies
E Safety Policy
Behaviour Policy
Safeguarding Policy & Acceptable Use Policy - Cyberbullying and internet safety
Special Educational needs policy
PSHE and Citizenship Policy
Single equality scheme
Complaints Policy

Reference Documents and Related Policy/Guidance

National Documents

- Safe to Learn- DCSF Guidelines
- Embedding anti-bullying work in schools – DCSF-00656-2007
- Homophobic bullying – DCSF – 00668-2007
- Sexist, sexual and transphobic bullying DCSF-01136-2009
- Cyberbullying – DCSF – 00658-2007
- Bullying Involving Children with Special Educational Needs and Disabilities – DCSF 00372-2008
- Safe from Bullying – DCSF suite of materials

www.teachernet.gov.uk/publications
- Cyberbullying - supporting school staffTrac
- Cyberbullying - A whole – school community issue-