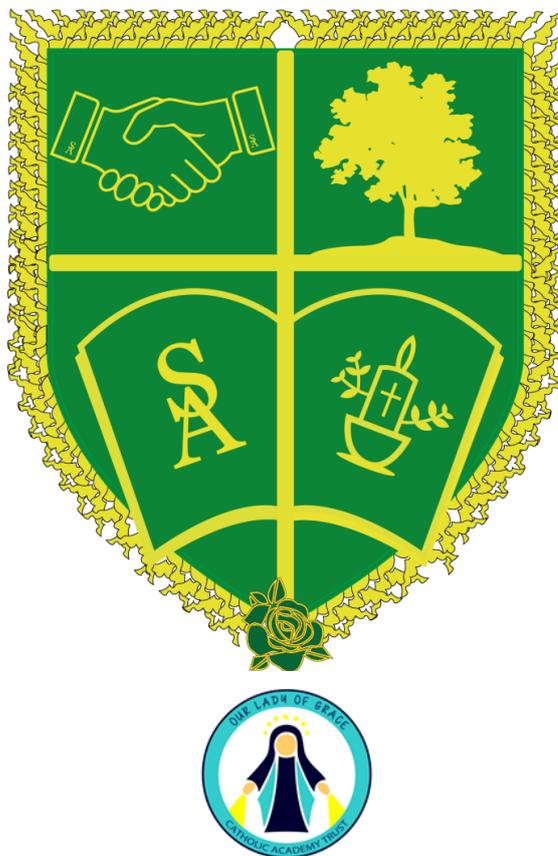


St Antony's Catholic Primary School



Our Lady of Grace Academy Trust

Anti-Bullying Policy

Learning Together In God's Love

Agreed by staff: September 2020

Agreed by Governors September 2020

Review date: September 2021

St. Antony's Catholic Primary School Anti-bullying Policy

Our Mission Statement



At St. Antony's Catholic School we celebrate our special talents as children of God:

We try to be like Jesus and always keep him in our hearts.

We work together in our homes, school and parish to share our gifts and learn together.

We understand that we are all different and we respect each other.

We look after our world so that we may share it together in peace.

St Antony's Catholic Primary School is part of the multi-cultural London Borough of Newham. We value our Christian ethos and therefore respect the Cultures and Faiths of all our stakeholders as we aim to promote harmony.

Aims of this Policy

- We aim to create an ethos in St. Antony's Catholic Primary School where it is a basic right of all children to receive their education free from the humiliation which comes as a result of bullying. We also accept that it is the basic right of all staff and stakeholders to be free from bullying of any kind within the school.
- To provide a Christian environment in which we promote the spiritual, moral, social, cultural and intellectual development of all stakeholders of the school community
- To inspire all members of the school community to develop a love of learning and a desire to achieve to their full potential in an environment that promotes this positively.
- To actively encourage all stakeholders to be sensitive to the needs of themselves and others at all times –treating others the way they would like to be treated.
- To enable bullying to be dealt with and managed in a fair and equal manner throughout the school.
- To monitor and promote equality of opportunity among all stakeholders.
- To enable bullying to be dealt with and managed in a fair and equal manner throughout the school.
- To inform staff, parents, pupils and governors of the set procedures in place for dealing with bullying throughout the school.
- To allow a whole school approach to tackling bullying in order for effective teaching and learning to take place.

Rationale

This policy is written in the recognition that both children and adults can be made to feel unhappy and distraught because of the experience of bullying. It is also unacceptable for children or adults who are bullies to behave in opposition to school policy and protocols. Those who engage in bullying will be made to understand that bullying is a mode of behaviour that runs counter to our school's Catholic Ethos, morals and principles and is not only damaging and detrimental to the victim but also to the perpetrator of the bullying themselves. The Governors, Senior Leadership and staff at St Antony's Catholic Primary School will always endeavour to take an approach to bullying that enables all stakeholders to feel safe at school and will continually work with all stakeholders, inclusive of parents, children and staff in partnership to establish behaviours, attitudes and approaches which promote fairness, equality and harmony.

The aim of the school is to help the 'bully' (whether child, parent or staff) to change his/her behaviour so that they fall in line with school expectations; as well as to assist them with learning to apply appropriate ways to socialise with others- learning how to consult and converse instead of confront and insult. The school will also act, making their best endeavours to reassure anyone who is a "victim" of bullying to be able to understand that they have no reason to feel fearful as they have the right to report these matters to be dealt with in line with the schools procedures and protocols. The school intends that every pupil, member of staff and stakeholder should come to school able to get on with the business of learning and working- being confident in the fact that the school supports his/her own right to being and feeling safe.

Defining Bullying

Bullying can be defined as inappropriate behaviour (overt or covert) that is relentless and unwarranted that causes another individual to feel unsafe and vulnerable. The school does not consider bullying to be an isolated incident, a difference of opinion or perception or a falling out.

Bullying is usually considered to be:

- Deliberately hurtful/harmful in intent
- Repeated - targeting the same individual often over a period of time
- Actions that leave the receiver feeling unhappy/unsafe
- Intentional and unintentional and can result in the victim as well as the perpetrator engaging in actions that they would not normally do (particularly in cases where either are being influenced by others).
- In the form of graffiti/notes/written or spoken communications, offensive noises and gestures, aggressive posturing and offensive language.

It is important to note that ***bullying can also at times be perceived*** on occasions when routine and innocent words or actions are misread or misinterpreted by the hearer/receiver.

There are four main types of bullying

- **Direct Verbal bullying** which may include persistent name-calling, unpleasant comments about ethnic origin, nationality, colour/race, disability, sexual orientation or derogatory comments about family members. It may also include making/spreading derogatory remarks about the person or things associated with the person and racist comments.

Indirect verbal is the persistent intimidation and harassment, through the application of pressure from members of a group against an individual so that he/she feels uneasy or unsafe. This predicated itself in such actions as spreading rumours about an individual to their peers and colleagues and therefore socially and strategically excluding them.

- **Physical bullying** which may range from relentless and repeated physical attacks on the person to just persistent gentle uninvited taps and touches. Derogatory comments about the person's weight, looks or appearance. It can also include physical damage to the victim's property.
- **Emotional bullying** can include persistently excluding the victim consistently in terms of deliberate avoidance and exclusion from working with and participating within peer groups (relating to adult or children's groups). It can include the persistent putting down of someone in front of others to make that person feel less worthy elevating the perpetrator to a position of dominance/power. Any range of deliberate and persistent unfriendly gestures/ words and behaviours.
- **On line bullying** is the repeated and relentless use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm another individual or group.

Reasons for Bullying

Research has shown that there are proven reasons why children, young people or adults bully others and these are:

- The bully feels insecure about their own self-esteem, self-image and self-worth and transfers this on to others in the form of bullying
- The bully feels threatened, stressed or anxious and lashes out at others as a way of 'defending' their own insecurities ('best form of defence is attack')
- The bully feels a sense of entitlement and is very narcissistic by nature and is so in tuned with their own circumstances they become oblivious and insensitive to other people's feelings and circumstances
- The bully has been the victim of bullying and acts in retaliation towards others

Most Bullying (whether by adults or children) surrounds:

- Race, religion or culture
- People who are physically, emotionally and socially different
- People's appearance or obvious health conditions (deformities, disabilities or obesity)
- People's Status (eg. position, popularity, social groups, knowledge, achievements) as well as People's home, personal and financial circumstances
- Sexual orientation, lifestyle choices

Many children (depending on age/ability) who bully others sometimes

- Are not aware they are doing something wrong.
- Are copying/modelling other family members or friends
- Not in possession of positive skills and qualities for making and retaining friends.
- Succumb to peer pressure where friends encourage them to bully others.
- Are going through a difficult time and are acting out

Certain children may be targeted by bullies because:

- They struggle to form close friendships at school-are loners/shy/eccentric.

- They lack confidence and are insecure-have low self-esteem
- They are different in some respect (have very high/low ability are SEND)
- They have poor social skills -intrude or are a nuisance to others.
- Show off, own expensive items (clothes, shoes, trainers, bags etc) which they bring to school.
- They behave aggressively or often tease and provoke others to retaliate.

Bullying in relation to our Catholic Ethos

Christ calls upon all of us to-

'Love your neighbour as you love yourself' (Mark 12: 31-32).

As people we are all made in the image of God-

'God created human beings, making them to be like himself.' (Genesis 1: 27-28).

It is by these words that we have a duty to respect one another as people of God and acknowledge that that bullying has no place within a Catholic School. The bullying of an individual prevents the school achieving its mission statement fully unless it is dealt with in an effective Christian manner where the cause of the victim is dealt with completely and sympathetically giving due consideration to all the facts.

Preventing Bullying through the Curriculum

Issues of bullying are exposed and worked on through the curriculum. There is a particular focus to deal with issues of bullying in RE, SMSC, Citizenship and consistently through whole school and class assemblies.

In RE we teach the children to respect and love all of God's creation and to value every person. We learn to understand that all people are unique and different and that these differences are to be valued and understood. Through RE we learn to Recognise, Respect, Relate, Remember and Rejoice in each of our own and each other's characters, lives and wellbeing.

In SMSC/I AM OK and Citizenship issues relating to learning about bullying are covered by the topics of citizenship, relationships, emotional health and safety. The School Council/Prefects and Jr Leaders may also cover it when looking at creating a more positive school environment.

In Assemblies bullying can be covered as a theme through RE/SMSC or I AM OK drama using scripture stories aimed at tackling different scenarios where bullying may arise.

Strategies to Prevent Bullying

Procedures to deal with bullying:

- Bullying should be dealt with sympathetically and effectively without causing further distress to those affected.
- Children are encouraged to report any bullying incident immediately, whether the action has happened to themselves or to another child or to a member of staff.
- All members of staff will ensure that reports of bullying are investigated so that all the facts may be ascertained in order to derive a fair outcome based on the evidence presented. Very serious acts of bullying are to be recorded and the incident reported to relevant members of SLT/Phase leaders.

- The Phase Leaders or SLT will fully investigate any allegations of bullying brought to their attention by staff, parents or children as a first line of action, taking steps in line with the school's Complaints policy, Behaviour Policy where this applies or in line with the Staff Code of Conduct.
- For more persistent and serious bullying a written report needs to be submitted to the Head Teacher, in order for the situation to be monitored and taken further if necessary.
- Incidents of proven bullying shall be reported to the Head Teacher who will then make a determination as to the appropriate action to take after considering all the facts involved and in line with school protocols and procedures.
- In the case of bullying among the children of the school both the perpetrators and victim's parents will be kept informed of the matter and any sanctions or other consequences that have been applied.
- In the case of bullying among staff the matter will be dealt with in line with the relevant school policy or protocol this could see the application of the school's complaints policy, Grievance or Disciplinary Policy as applies or is appropriate.

The schools main stance in all cases of proven bullying is to eradicate the practice of such action within the school by using and applying mediation, conversation and consultation as well as support in terms of supplying relevant agencies to give counselling/advice and therapy where needed.

Eliminating Bullying

The pupils who carry out the bullying will be provided with additional support to eliminate the anti-social behaviours which underpin this kind of behaviour. This will take place through counselling, support from School Therapist, Circle time, Anger Management strategies, Pastoral Programme and for children in need of such intervention- implementing Behaviour Books and Behaviour Mentoring Programmes.

Those adults in need on either side of the bullying experience may also be supported through Mentoring and Counselling as needed/appropriate.

Children who present with challenging behaviour

We have to acknowledge that as a school we have children with extremely challenging needs such as:

- Behavioural
- Emotional
- Learning
- Physical
- Social

Children whose behaviours presents a high level of risk and challenges the safety of not only themselves but other stakeholders in the school as a whole will need to be monitored and managed very strictly in accordance with DfE stipulations outlined in the school's behaviour policy which

Acknowledges the school's legal duties under the Equality Act 2010, in respect of safeguarding all pupils inclusive of those with Special Educational Needs and Disabilities (SEND). The sanctions for inappropriate behaviours are listed below in accordance with the Department for Education's Guidance for all Head Teachers and School Staff

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/488034/Behaviour and Discipline in Schools](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/488034/Behaviour_and_Discipline_in_Schools)

This document states that :

Teachers have the power to correct and discipline pupils for misbehaviour which occurs in school and, in some circumstances, outside of school.

- **The power to discipline applies to all staff such as Head Teachers, SLT, CTs, HLTAs, Specialists and Teaching Assistants of the school with responsibility for pupils.**
- **Head Teachers, Trustees and Governing Bodies must ensure they have a strong behaviour policy to support staff with managing behaviours such as bullying using and applying appropriate rewards and sanctions as listed below in accordance with the DFE's Behaviour and Discipline in Schools' Document –Page 8 as well as the School's Behaviour Policy.**

Children who present with challenging behaviours inclusive of bullying of any form can prevent effective teaching and learning from progressing on a daily basis. They can also be disruptive and cause breakdown in relationships within any given classroom. They may also directly or indirectly affect the health and safety of other children and staff and themselves e.g. calling staff and children nasty names and being oppositional, defiant and disruptive when being corrected.

Actions will be taken on the part of the school to ensure that children presenting with challenging behaviours in the form of bullying or otherwise will be removed from the situation which poses possible harm to self or others and be given support by the SENCO or Behaviour mentor with appropriate action provided in line with the Behaviour, SEND and Inclusion policy.

The health and safety of all children will always take precedent when making any decision about appropriate action.

Staff who present with behaviours (inclusive of bullying) which are not in line with the school's Ethos will have the relevant school policies and procedures applied as needed in the specified circumstances.

The Role of Parents

Parents are stakeholders of the school who work in close partnership with staff at all levels to ensure that the school is a safe and happy place for all the children in attendance. Parents all sign a **Home School Agreement** to honour this collaboration in cooperation with the school.

Therefore, 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 the Class Teacher, Phase Leader or the Head Teacher (in that order) immediately so that the matter can be addressed.

Parents have a responsibility to support the schools anti-bullying policy and to actively encourage their child/children to be a positive and compliant members of the school community.

Systems of Support in Place to Aid with Address Bullying

- Class Circle time discussions (RE/SMSC/I AM OK sessions)
- Anger Management Sessions (with Behaviour/Learning Mentors, SENCO, School Therapist)
- Self Esteem/ Nurture Groups with the school Therapist

- Behaviour Support Development Advisory Team and CAHMS -LBN
- PSCHE/SEAL (Social and Emotional Aspects of Learning) programme
- Early Help/ Head Start/Triple P(PPP)...LBN
- Brentwood Catholic Children’s Society (BCCS)
- Pastoral support from Parish Priest /Parish Sisters
- Self –esteem building (SENCO, Behaviour/Learning Mentor)
- Social Group/Nurture Group for building inter-personal skills (SENCO, Behaviour/ Learning Mentor, School Drama Therapist)

If Bullying Re-occurs

All incidents and allegations will be explored with a view to resolve amicably. Proven bullying incidents will be investigated, and facts surrounding the incident recorded. Meetings will be arranged between the pupils of staff involved and the relevant investigators/mediators which may include Teachers, Behaviour/ Learning Mentor, SENCo, Members of SLT and where necessary the Head Teacher. Where matters have been escalated for children their parents will be involved to work out strategies to address the issues highlighted. Meetings may also be arranged with the parents on both sides of the issue to inform them of how the school may give additional support and put appropriate strategies in place going forward.

If there is no improvement:

Children who continue to bully may be given the following sanctions, in line with the school behaviour policy.

- Exclusion from the playground at playtimes and lunchtime.
- Removed from class and placed within a different one.
- Withdrawal of privileges such as trips or representing the school.
- Temporary school exclusion internally or externally
- Permanent exclusion.

Some incidences may need to be reported to other agencies such as Social Services or the police. Parents will always be advised of any actions warranted to this end.

Anti-Bullying Policy Information for Parents

Christ calls upon all of us to –

“Love your neighbour as you love yourself” (Mark 12:31-32)

“God created human beings, making them to be like himself” (Genesis 1:27-28)

We believe at St. Antony’s Catholic Primary School that it is the basic right of all children to receive their education free from any kind of bullying, both within and outside of the school.

What is Bullying?

Bullying is a sustained application of pressure that can come in the form of verbal, physical or emotional abuse which may be applied by one or a group of individuals upon another person.

- Verbal bullying may include name-calling, making derogatory remarks about the person or things associated with the person or making racist comments.
- Physical bullying can range from physical attacks to the person to just **persistent** gentle uninvited taps and touches. It can also include physical damage to the victim’s property.
- Emotional bullying can include the **consistent unfair and unwarranted** exclusion of the individual from working and playing within peer groups without good reason. It can include the persistent putting down of someone to make that person feel less well about themselves and the perpetrator feels dominant and powerful.

Bullying can be intentional and unintentional. Bullying can result in both the victim and the perpetrator doing things they would not normally do. Bullying can also come in the form of graffiti/ notes, messages or cyber abuse, offensive noises and gesturing, aggressive posturing and offensive language usage.

Procedures to deal with bullying

Bullying should be dealt with appropriately and effectively without causing further distress to the victim.

Children are to be encouraged to report any bullying incident, whether focused on themselves or towards another child or towards a member of staff.

All members of staff will ensure that the incidents are investigated, either by them or through their line manager/Phase Leader to ascertain all the facts before any action is taken or sanctions put in place as sometimes bullying may be perceived and not a reality.

Incidents of proven bullying shall be recorded by the school, and action taken in line with the school’s behaviour policy, either by the class teacher or by the Phase Leader and referred to the Head Teacher if deemed necessary.

If bullying is found to be occurring then it must be dealt with in line with the school’s Behaviour Policy in terms of pupils and the relevant policy/procedure in terms of staff as the sanctions to be applied are clearly defined.

What will happen to people who bully?

1. The perpetrators maybe required to **make an apology** to the victim if and where appropriate.
2. Both the perpetrators and victim’s parents will be informed of the bullying incident in serious cases involving children and any sanctions or other consequences shared with parents.
3. For staff relevant policies/procedures will be applied as appropriate to the incident.
4. They may be excluded from the playground at playtimes and lunchtime where appropriate.
5. They may be removed from class and placed within a different class, year group or phase.
6. They may be withdrawn from privileges such as trips or representing the school in any competition.
7. A Temporary school exclusion may be applied internally (in school) or externally (at home etc.)
8. In very serious cases where serious harm has been done or flagrant breaches made-Permanent Exclusion will be applied and relevant external agencies informed e.g. social services, police.

Children's Anti Bullying Statement

Jesus said :“Love one another as I loved you”
We are all brothers and sisters in the family of God.

Our **Mission Statement** is:

- *We celebrate our special talents as children of God:*
- *We try to be like Jesus and always keep him in our hearts.*
- *We work together in our homes, school and parish to share our gifts and learn together.*
- *We understand that we are all different but we respect each other.*
- *We look after our world so that we may share it together in peace.*

The pupils, parents and the staff of St. Antony's Catholic School want a happy and safe place where children can learn in peace free from bullying.

What is Bullying?

Bullying is when someone **ALWAYS and REPEATEDLY** does one or more of these things to you:

- Calling you unkind names.
- Making insulting comments to you.
- Making racist comments to you.
- Touching you inappropriately and repeatedly when you do not want them to.
- Damage your property (books, bag, pencils, PE Kit) on purpose.
- Not ever letting you play in the group games outside or join in with class groups inside.
- Deliberately embarrassing you in front of others.
- Always saying things against you and your family.
- Sending you rude or unkind messages in notes by phone or Internet

What to do if you are being bullied?

- Tell your parent or any responsible adult in school.
- You can tell your teacher or any other adult in your class. You can tell them privately. If you feel the problem has not stopped tell the adult again. If you feel the adult has not solved it fully then tell another adult. You can speak to the Head Teacher, The Deputy or a member of the Senior Leadership Team if you have any worries.

What will happen to the children who bully?

- They will need to say sorry.
- They may miss their playtime.
- They might have to work in a different class.
- They may have to be taken off the playground.
- Their parents may be told in a meeting, by a letter or by telephone.
- They may not be able to go on school trips.
- They might be excluded from after school clubs.
- They could be sent to Mrs Moore.
- They might be put on a daily Behaviour Report Book.

Bullying is wrong and must not happen.