

ANTI - BULLYING POLICY

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HOLY CROSS CATHOLIC PRIMARY SCHOOL

ANTI - BULLYING POLICY DOCUMENT

'We share in Christ's life so He can guide our thoughts, words and actions.'

This policy was created in consultation with pupils, staff, parents and Local Governing Board.

Our anti-bullying policy is rooted in our faith, placing God at the centre of all we do. We aim to create a loving, respectful, and safe environment where children are encouraged to be compassionate, wise, and curious, guided by our school's mission. Through praise, encouragement, and shared responsibility, we foster a positive atmosphere where every child can thrive.

Rights of the Child

The United Nations Convention of the Rights of the Child (UNCRC) is at the heart of our school's Planning, Policies, Practice and Ethos. As a Rights Respecting School we not only teach about children's rights but also model rights and respect in all relationships. This policy is underpinned by:

Article 3: Everyone who works with children should always do what is best for each child

Article 29: The right to become the best that you can be.

Article 31: Every child has the right to play and rest.

The Anti-Bullying Policy

This policy was created in consultation with pupils, staff, parents and Local Governing Board.

The school has a 'duty of care' towards its pupils with regard to bullying in that the Principal and staff stand in loco parentis (in place of the parents). This duty of care includes protecting pupils from harm from bullying.

At Holy Cross Catholic Primary School, this duty of care is set in the context of Gospel values, as we believe that all children are unique and loved by God. In keeping with the school mission statement, we aim to educate children to become loving, caring and spiritual adults who will take Jesus Christ as their example. Bullying is therefore viewed by the school as being unacceptable.

1. a) Definition of Bullying

Bullying can be defined in a number of ways. We follow DfE guidance which defines bullying as: "Bullying is deliberately hurtful behaviour repeated often over a period of time or on isolated occasions, where somebody deliberately intimidates or harasses another".

(DfE)

It is also when there is an imbalance of power. Bullying has been described by pupils as:

name calling

teasing

physical abuse e.g. hitting, pushing, pinching or kicking

having personal possessions taken e.g. bag or mobile phone

receiving abusive text messages or e-mails

being forced to hand over money

being forced to do things they don't want to do

being ignored or left out

being attacked in any way due to religion, gender, sexuality, disability, appearance or racial or ethnic origin.

Comments about parents, siblings or other family members

b) Specific Examples of Bullying

Racist bullying - an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- bringing racist leaflets, comics or magazines
- inciting others to behave in a racist way
- racist graffiti or other written insults, even against food, music, dress or customs
- refusing to co-operate in work or play.

Sexual bullying - this is generally characterised by:

- abusive name calling
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- use of homophobic language
- looks and comments about sexual orientation or appearance.

Following any report of child-on-child sexual violence or sexual harassment offline or online, the school will follow the general safeguarding principles set out in Keeping Children Safe in Education (KCSIE) - especially Part 5. The Designated Safeguarding Lead (or deputy) will advise on the school's initial response. Each incident will be considered on a case-by-case basis.

SEN or disability - These pupils are often at greater risk of bullying. This can be characterised by:

- name calling
- comments on appearance
- comments with regard to perceived ability and achievement levels.

The need for adult sensitivity should be taken into account in a number of instances, e.g. when grouping children, marking children's work, sharing of results and assessment arrangements as well as an awareness of appropriate language being used when addressing pupils.

Text/internet bullying and the use of mobile devices - this is on the increase and can involve pupils receiving threatening or disturbing messages from possibly anonymous callers. It must be noted that although the school does not allow pupils to have mobile phones in classrooms, they can be left in the office for safe keeping during the day. The school has no position on pupils using mobile phones on the way to and from school and leaves this matter to the discretion of parents.

These examples are not exhaustive.

Cyberbullying

Schools have rights and responsibilities in relation to cyberbullying and we aim to work together to create an environment in which pupils can learn and develop safely, free from harassment and bullying.

Cyberbullying will be handled as a community issue for the whole school. Incidences of cyberbullying outside school can affect children's behavior in school.

Parents have the right to raise concerns about issues of cyberbullying within and out of school. Parents should keep any evidence, screenshots, photographs, etc. and report them to a member of SLT. School can request that the perpetrator removes the offending comments. Where the perpetrator is known to be a current pupil, school will implement our mediation and disciplinary measures / sanctions as outlined in this behaviour policy and parents of the pupils will be involved and informed accordingly.

Any sanctions applied must be proportionate. In determining whether a punishment is reasonable, Section 91 of the Education and Inspections Act 2006 says the penalty must be reasonable in all the circumstances and that account must be taken of the pupil's age, any special educational needs or disability they may have, and any religious requirements affecting them. Staff at Holy Cross Catholic Primary School will consider whether the behaviour under review gives cause to suspect that a child is suffering, or is likely to suffer, significant harm. Where this may be the case, school staff will follow the schools' Child Protection and Safeguarding Policy.

If the comments are threatening or abusive, sexist of a sexual nature or constitute a hate crime, school may consider contacting the local police as online harassment is a crime. The mechanism to report this kind of material is through the following website:

http://report-it.org.uk/reporting_illegal_online_hate_material_to_the_p

At Holy Cross Catholic Primary School, we take measures in school to ensure pupils are kept safe from online abuse and inappropriate material. An Online Safety curriculum is in place and delivered to the children across all key stages. Pupil access to the Internet is through a filtered service, which should ensure educational use made of resources is safe and secure, while protecting users and systems from abuse. Parental permission is sought from parents on entry to the school, before pupils access the internet. Further information about how we protect pupils when using the internet can be found in our Online Safety Policy.

Further information on safer internet advice for parents can be found on the following website:

<https://www.saferinternet.org.uk/advice-centre/parents-and-carers>

Why is bullying different from unacceptable behaviour?

It is deliberately hurtful behaviour aimed directly at an individual or group and **it is repeated over a period of time.**

It is difficult for those being bullied to defend themselves physically or verbally. Bullying is unprovoked behaviour which intimidates or causes fear.

Holy Cross School will not tolerate bullying by any member of its community, be they pupil, member of staff or visitor.

Bullying will be taken seriously and dealt with quickly and promptly.

2. School Statement of Intent

As the ethos of this school is based on the principles of the Catholic faith, we aim to maintain an atmosphere of mutual respect.

At Holy Cross Catholic Primary School we:

- Do not tolerate bullying
- Inform all parents of our policy before their child starts school
- Work towards the prevention of bullying through the planned RE/PSHE/RHSE/SMSVC curriculum
- Deal with bullying as and when it occurs
- Support the victims of bullying
- Support the child who does bully, to change their behaviour.
- Reduce the potential risks pupils/students face of being exposed to violence, extremism, exploitation, or victimisation

Holy Cross School Council says we:

- Do not accept bullying
- Tell all parents what we think about bullying before children come to school
- Respect every child's right to be safe
- We show through our lessons how not to be a bully and make the right choice
- We sort out bullying straight away
- We help the people being bullied
- We teach people who bully how to do the right thing

The School Council have created an acronym to refer to help identify bullying:

S = Several

T = Times

O = On

P = Purpose

See appendix 1 and 2

3. **Aims of the Policy**

- to assist in creating an ethos in which attending school is a positive experience for all members of the school community
- to make it clear that all forms of bullying are unacceptable at school
- to enable everyone to feel safe while at school and encourage pupils to report incidences of bullying
- to deal effectively with bullying
- to support and protect victims of bullying and ensure they are listened to
- to help and support children who bully to change their attitudes as well as their behaviour and understand why it needs to change
- to liaise with parents and other appropriate members of the school community
- to ensure all members of the school community feel responsible for combating bullying

4. **Role of the school**

All staff have a valuable role to play in the prevention and management of incidents of bullying. When bullying is reported an initial investigation is carried out by the teacher receiving the information and appropriate action is taken. In every case a written record is made and the Executive Principal/SLT are informed. If another adult in school receives a complaint about bullying, other than a teacher, they must pass this information on to a teacher immediately to enable an investigation to take place.

Staff will:

Be watchful, observe the social relationships between pupils in their care and take action where they perceive bullying may be taking place

- Investigate and record incidents of reported bullying by listening to the views of the children
- Encourage children to talk about bullying through the RE and PSHE/SMSVC curriculum
- Always treat the incident confidentially - although school staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Child Protection procedures must be followed when any disclosures are made.
- Always praise anti bullying behaviour
- Always state that it is the bullying behaviour not the child which is unacceptable
- Question the bully or any other children involved. Ensure that the bully understands the effect his/her actions have had on someone else
- Teach pupils about the effects of bullying through assemblies and circle time.

- Always investigate incidents thoroughly and fairly
- Support both the victim and the child who has done the bullying, keeping both informed
- Inform a senior member of staff
- Inform parents of the victim and the child doing the bullying of the outcome and any actions taken (in line with the behaviour policy).
- Monitor the effectiveness of the action taken
- Work out strategies with the victim to give them support

5. Role of the pupils

Children themselves have an important role to play in the prevention and reporting of incidents of bullying. At all settings in Holy Cross Catholic Primary the children are:

- Encouraged to report all incidents of bullying to a trusted adult. **If adults are not informed of incidents of bullying, they cannot help!** All adults in our school will investigate any bullying reported to them, or will pass on the information to someone in authority
- Encouraged to be with a friend at all times. If children are with someone else, they are less likely to be picked on
- Always report witnessed incidents of bullying to an adult in school
- Tell an adult if they feel they are being bullied
- Write a note and give it to an adult in school
- Show respect for all other children in school
- Act as an example for younger children in the school
- Talk to parents about how they feel at school regularly
- Encouraged to walk away from bullies and tell an adult. Children shouldn't try to retaliate - it only makes matters worse. This is not easy as children may be told to 'give as good as they get' outside school, but two wrongs don't make a right.

It is the behaviour of the bully that we strive to change by ensuring that the bully realises the impact of their action on another person and thereby violating their rights as expressed in our school's mission statement, philosophy and aims. We do not label the bully as a person, but the behaviour.

6. Role of the Local Governing Board

The Local Governing Board of Holy Cross School will review this policy annually and will be responsible for its implementation. They will also determine its success through the Executive Principal by monitoring reported incidents and actions taken. In the event of bullying incidents not being dealt with to the satisfaction of parents, the governors will also receive representations via the Academy's Complaints Procedure.

7. Role of parents

Parents agree to support the policy in the following ways. If your child has been bullied:

- calmly talk with your child about his/her experiences
- make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- reassure your child that he/she has done the right thing to tell you about the bullying.
- explain to your child that should any further incidents occur he/she should report them to a teacher immediately
- make an appointment to see your child's teacher
- explain to the teacher the problems your child is experiencing

When talking with teachers about bullying:

- try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident

- be as specific as possible about what your child says has happened, give dates, places and names of other children involved
- make a note of what action the school intends to take
- ask if there is anything you can do to help your child or the school
- stay in touch with the school and let them know if things improve as well as if problems continue

If you are not satisfied:

- check with the school anti-bullying policy to see if agreed procedures are being followed
- make an appointment to discuss the matter with the Head of School/Executive Principal and keep a record of the meeting
- if this does not help write to the Chair of the Local Governing Board explaining your concerns and what you would like to see happening.

If your child is bullying others:

- talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- show your child how he/she can join in with other children without bullying
- make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others
- regularly check with your child how things are going at school
- give your child lots of praise and encouragement when he/she is co-operative or kind to other people

If your child is experiencing any form of online bullying:

ensure your child only has access to age appropriate sites

- ensure your child is careful to whom they give their mobile phone number and e-mail address
- check and print (or copy) the message and note exactly when a threatening message was sent
- report the incident to the school in the first instance and, where necessary, report incidents to the police.

8. Sanctions

The school will impose sanctions in line with the whole school Behaviour Policy where it is deemed that bullying has taken place. These sanctions will always be applied fairly and consistently but in conjunction with positive behaviour management strategies. The school views bullying as totally unacceptable, and therefore if evidence of sustained or serious cases of bullying are proven; it may lead to suspension/ exclusion.

9. Lunchtime support

Many children require assistance if they are to learn to play well with their peers. Playground games involve social, emotional and behavioural skills in a real context and therefore are worth teaching. They also provide opportunities to develop leadership skills and enhance a sense of school as a community through enabling children to take responsibility for practical tasks that benefit all. This is an important role for lunchtime play coordinators.

Children can be engaged in a variety of ways such as;

- Teaching/leading games
- Getting out / putting away equipment
- Playing and talking positively to others

It is also important to recognise that children like to relax in different ways. Lunchtime play coordinators can accommodate these different play/relaxation styles on the playground by zoning

activities. This ensures that the playground is shared more fairly so that games like football don't dominate it.

Copies of all letters sent to parents regarding behaviour will be scanned on to CPOMS. Parents and children have a statutory right to see all records kept by school (Data Protection Act 1998).

10. Equal Opportunities

At all settings in Holy Cross Catholic Primary School we expect high standards of behaviour from all pupils. Our procedures for managing behaviour are fair and are applied equally to all regardless of age, gender, religion, race, sexuality and disability and are based on the Gospel message of love and its values of respect, justice and tolerance and taking children's individual needs into account. It is our responsibility and duty in a Catholic School that God's presence is felt and that a Christian perspective on life and relationships is at the heart of our existence - where everyone is valued and treated equally.

Pupils, staff, Local Governing Board, Board of Directors and parents know that any language or behaviour that is racist, sexist, homophobic or potentially damaging to any minority group is always unacceptable. All incidents of discrimination are recorded on CPOMS.

Responsibilities

The Local Governing Board, Board of Directors, Principal and SLT will ensure that the school complies with all relevant equalities legislation.

The Local Governing Board, Board of Directors, Principal and SLT, will ensure that the policy and related procedures and strategies are implemented and complied with consistently. All staff, pupils and parents have an active part in the evolution, development and maintenance of this policy.

Monitoring and Review

This policy will be monitored and reviewed regularly and updated annually to ensure it is in line with local and national guidance. All incidents of bullying are reported termly to the Local Governing Board in the Principal's Report.

Conclusion

At Holy Cross Catholic Primary School, there are many people. We believe that people in our school are caring individuals, who are well behaved and in whom we have great pride. Occasionally an individual may require more attention for a behaviour problem, but we do not ignore this - we do something about it so that we can raise tolerance, achievement and understanding.



Every child has the right to an education. (Article 28)
Education must develop every child's personality, talents and abilities to the full. (Article 29)
Every child has the right to the best possible health. (Article 24)
Every child has the right to be safe (Article 19)

Appendix 1

WHAT IS BULLYING?

Bullying: When someone is mean more than once over more than one day and they are doing it on purpose to hurt or upset someone else.



19

PROTECTION FROM VIOLENCE



CREATED BY HOLY CROSS SCHOOL COUNCIL





2

NO DISCRIMINATION

