



DIOCESE OF SALFORD

Anti Bullying/Harrassment Information.

ST. CHAD'S RC PRIMARY SCHOOL

St. Chad's Roman Catholic Primary School.

Anti-Bullying /Harassment Information 2018-19

Review date: October 2020

St. Chad's is a Roman Catholic school. Our vision focuses on a school where everyone is loved, respected and cared for. We emphasise to our children that God is at the heart of everything we do. Through the ethos of the school we will endeavour to work with the children so that they will come to know Jesus Christ as a person and a friend who guides them through life. We work towards helping each person in the school community to grow in fullness to develop, mature and fulfil their potential. The children will learn how to interact with others positively, to work and play co-operatively, to share new experiences and respect each other's differences. We aim to work with parents and parish members to teach the Catholic Faith and the moral values of the Gospels. We aim to nurture the children that they may grow into caring, confident, self-motivated adults. The children will be made aware through our teachings in school, that bullying is an unacceptable form of behaviour and will not be tolerated. In this way we serve them and through them the wider community. As a Roman Catholic school, we work to ensure that the whole school curriculum offers role models and opportunities for children to learn how to interact with others, to share their experiences, respect each other's differences and generally grow into caring, confident, self-motivated adults.

Definition

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from ostracizing, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.' Staff, parents and children at St Chad's RC Primary school work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Research has shown, repeatedly, that the extent of bullying in schools is greatly underestimated. Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people

What Is Bullying?

Bullying is hurting another person (verbally or physically) deliberately, repeatedly and over a period of time.

Bullying can be:

- **Emotional** Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** Pushing, kicking, hitting, punching or any use of violence
- **Racist** Racial taunts, graffiti, gestures

- **Sexual** Unwanted physical contact or sexually abusive comments
- **Homophobic** Because of, or focussing on the issue of sexuality
- **Verbal** Name-calling, sarcasm, spreading rumours, teasing
- **Cyber** All areas of internet, such as email & internet chat room misuse Mobile threats by text messaging & calls Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

All members of the St Chad's RC Primary School Community have a responsibility to respond promptly and effectively to issues of bullying

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.
- Bullying or harassment of children or adults will not be tolerated.

Signs and Symptoms

Children

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)

- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or " go missing"
- Asks for money or starts stealing money (to pay bully)
- Has monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings • Stops eating • Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber-message is received

Adults

Bullies are often in positions of power or authority over their victims. They may behave as they do to hide their own inadequacies or their personal envy of another colleague. Bullying may occur between professional teaching staff, support staff and voluntary workers. Overwork can also lead to bullying with the bully inflicting their frustration and anger on their colleagues.

Tell-tale signs in victims are indicated in the following list, which is neither inclusive nor exclusive:

- General low morale;
- Increased level of staff turnover;
- High rates of absenteeism;
- Frequent disputes, complaints and grievances;

- Isolated members of staff;
- Inefficient team working.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

What can we do?

- Re-emphasise the caring and co-operative ethos of the school in our own attitudes and through the curriculum.
- Re-emphasise the need for constant supervision and vigilance, especially in identified areas.
- Look for early signs of distress in a child.
- Listen carefully and sympathetically to the child and record all incidents.
- Deal effectively and promptly with parental concerns.
- Offer the victim immediate support by putting the school's procedures into operation.
- Identify bully/bullies and advise the SLT.
- Discuss with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at St. Chad's's Primary School.

In order to identify incidents of bullying and the identities of bullies, at St. Chad's RC Primary School we have agreed to carry out the following strategies:

1. All staff watch for signs of early distress.
2. All staff listen, believe, act.
3. Where a first instance is reported by a child the teacher deals with it. In the second instance the incident is reported to a member of SLT and a record of the incident is completed and kept on CPOMS for future reference. Serious incidents of bullying may be referred directly to a member of SLT and an incident report filled in and filed on CPOMS for a first occurrence.
4. The record of the incident should include relevant names, account of the incident, who dealt with it and what action was taken. Record whether it is an isolated incident.
5. If any parents report incidents of bullying or any complaint this should be reported to a member of SLT immediately. It is important that the headteacher is informed, if deemed necessary by the teacher

Children/Victims

When someone is being bullied, take action. Watching and doing nothing helps the bully: All children will be encouraged to:

- Inform their teacher immediately and ask for help.
- Inform their parents immediately and ask for help
- ensuring that the child feels that he/she is listened to
- feel that all incidents of bullying are taken seriously
- feel that he/she will be supported and understand how the incident will be dealt with

The Teacher/School's Role

The victim should ideally also be supported by the member of staff he/she has confided in. The disclosure will usually have occurred as a result of the child identifying someone who cares or can help. You should respond to this trust and confidence.

- Victim and parents to speak to teacher and a member of SLT.
- Provide support and reassurance for victim and parents.
- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with the victim to ensure no repetition.
- Ensure protection, if necessary, for victim.

Attempt to help both the bully and the victim to:

- see the situation from another perspective
- explore the causes and effects of the incident
- identify how the situation could have been avoided or resolved
- see how they can resolve the present conflict
- meet, if appropriate, in the presence of a member of SLT, to explain how they feel.
- reflect on their behaviour and the factors which may have influenced the behaviour of others. When appropriate encourage empathy.
- Encourage the children to identify how they can resolve current difficulties and avoid the problems from recurring.

Procedures 1. Report bullying incidents to staff

2. Incidents will be investigated and recorded confidentially
3. Parents will be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, other agencies will be consulted.
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.

6. Restorative Justice Procedures will be implemented by the Learning Mentor to ensure the bully takes responsibility, redirects and modifies their behaviour and the victim receives support and counselling where appropriate.

Outcomes

1. The bully (bullies) will be asked to genuinely apologise.
2. In serious cases, suspension or even exclusion may be considered if school deem appropriate
3. Reconciliation may be possible through restorative justice work
4. After the incident / incidents have been investigated and dealt with, each case will be monitored regularly to ensure repeated bullying does not take place.

Recording /logging incidents

School will record all incidents of bullying. This will be recorded on a commercially bought in electronic recording system called CPOMs. This will ensure all Child Protection, behaviour, bullying, medical, attendance concerns and any other home issues can all be recorded in one comprehensive, chronological document. This information will be held securely and confidentially with access controlled by the schools' senior leadership team. Analysis of patterns of behaviour will be completed at least termly using this software.

Prevention

- Participate in Anti-bullying week every year which includes a stakeholder review of the definitions of bullying
- Delivery of SEAL/PSHEC/Circle Time which will include opportunities to
 - o Writing a set of school rules
 - o Families signing a home school agreement
 - o Writing stories or poems or drawing pictures about bullying
 - o Reading stories about bullying or having them read to a class or assembly
 - o Making up role-plays o Having discussions about bullying and why it matters
- Enforcing the Behaviour Policy at playtime is a way of life for all members of the school community which constantly develop and reinforce:
 - o promoting positive relationships o creating a caring and respectful ethos o helping children develop their self-esteem and self-confidence
 - o providing efficient and effective systems and support for all staff
 - o creating great lunchtimes and playtimes o nurturing the creativity in all people in school o promoting social and emotional development of all children

- A TELLING culture can be seen through the following systems:
 - o School message box which is emptied daily and acted upon
 - o School Council act as buddies for reporting incidents
 - o Open dialogue with families at the start and end of the school day
 - o The wider curriculum is used to support the development of appropriate relationships and respect – particularly speaking and listening, drama, RE, PE.

HELP ORGANISATIONS:

<http://www.antibullyingweek.org>

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parent line 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