



ST WULSTAN'S
CATHOLIC PRIMARY
SCHOOL

Anti-Bullying Policy 2024

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Policy Review Date:	10.10.25
Post Holder Responsible for Review:	E Brocklesby

Commitment to Equality:

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

This Anti-Bullying Policy has been approved and adopted by St Wulstan's School on 10.10.24 and will be reviewed by 10.10.25

Signed by the Chair of the Local Governing Body for Saint Ambrose and St Wulstan's Catholic Primary School

Dr. David Gillett

David Gillett

Signed by the Executive Principal for Saint Ambrose and St Wulstan's Catholic Primary School

Mrs Emma Brocklesby

Emma Brocklesby



Anti-Bullying Policy

This Policy is to be read in conjunction with the Behaviour Policy

At St Wulstan's we believe we have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children, in order to protect them from those who wish to deliberately hurt them either physically or emotionally. Our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and we promote the welfare of all children in our care.

At St Wulstan's Catholic Primary School, we have agreed not to tolerate any form of bullying so that everyone can feel respected and safe.

Safeguarding

At Saint Wulstan's school we play a crucial role in preventative education. Preventative education is a whole school approach in anti-bullying that prepares pupils for life in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobia and sexual violence/harassment. We have a clear set of values and standards, upheld and demonstrated throughout all aspects of the curriculum. The curriculum is inclusive and developed to be age and stage of development appropriate.

All staff are aware of systems within St Wulstan's School that support safeguarding pupils linked to bullying, this forms a part of staff induction in line with KCSIE 2024. The training also focuses on the behaviour policy which includes measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying.

GDPR

This policy adheres to the principles under data protection law. For further information please review the school's data protection policy published on the school's website.

PRINCIPLES:

1. To ensure that staff within the school challenge bullying effectively in order to further improve the safety and well-being of our children and to promote a culture of respect at all times
2. To ensure and show that the school cares and makes clear to those children who use bullying behaviour that their behaviour is unacceptable by invoking suitable sanctions in line with St Wulstan's Behaviour Policy by contacting their parents / carers
3. To ensure the day-to-day life of the school devotes time to teaching and modelling suitable strategies for children to use if or when they feel bullied
4. To praise exemplary and improved behaviour

AIMS:

1. To ensure that all members of the school community – representatives, all staff, pupils, parents and, as appropriate, visitors - know what is meant by bullying
2. To prevent bullying happening in school
3. To deal with bullying swiftly when it occurs
4. To inform parents of our approach to bullying

At St Wulstan's we do not tolerate bullying in any form. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. While it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend school without fear.

1. To ensure that pupils know what is meant by bullying

There are many definitions of bullying, but most consider it includes:

- a deliberately hurtful behaviour
- a repeated action often over a period of time, not usually a one-off occurrence
- actions or words which demean a person's race, nationality, culture, class, gender, religion, disability or sexual orientation
- A wide range of behaviour, from teasing to serious physical harm

PHYSICAL:

Being hit, kicked, pinched, spat at, hair pulled or threatened; deliberately destroying another child's belongings or taking someone's belongings deliberately; forcing someone to do something they do not want to do

VERBAL:

Name calling, teasing or sending nasty notes, spreading rumours and malicious gossip about someone

EMOTIONAL:

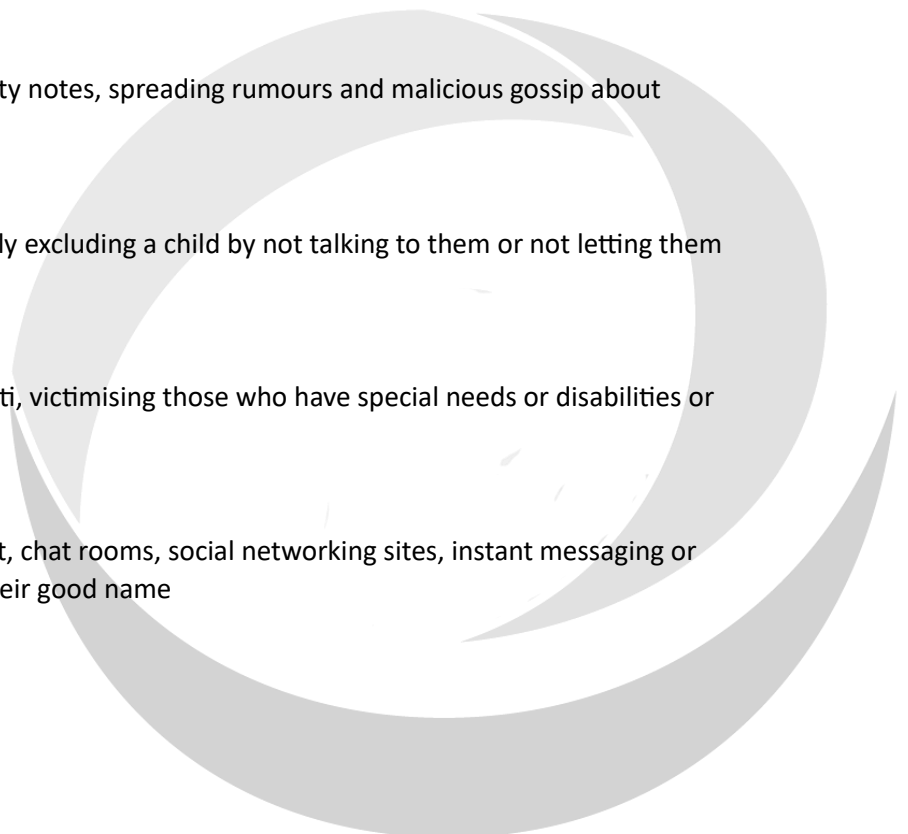
Making a fool of someone, repeatedly excluding a child by not talking to them or not letting them join in, tormenting someone

DRIVEN BY A PREJUDICE:

Using racist taunts, gestures or graffiti, victimising those who have special needs or disabilities or who seem or look different from us

CYBERBULLYING:

Using a mobile phone or the internet, chat rooms, social networking sites, instant messaging or email to hurt someone or destroy their good name



Bullying is not:

- Infrequent falling out, name calling or arguments with friends/ other children
- Children do sometimes fall out or say hurtful things because they are upset. It is an important part of a child's development to learn how to deal with friendship breakdowns. These incidents are dealt with through the Behaviour and Discipline Policy.

In order to raise awareness:

- Children will decide on positive rules for behaviour for their class and these will be reviewed each term. Children are reminded of these rules through posters displayed in their classroom
- Class assemblies and school assemblies will focus on bullying issues as necessary at least termly and the UK annual Anti-Bullying week will be marked and used as an opportunity to reinforce the importance of respect for everyone at all times
- Children will be given opportunities to express their views on bullying in the school in their own classroom during Religious Education and by informing St Wulstan's Catholic Primary School Councillors

2. To prevent bullying happening in school

- bullying incidents must be reported to a member of staff
- all staff will take allegations and incidents of bullying seriously. Whichever member of staff has seen such an incident will either report it to his / her line manager [support staff] or investigate it thoroughly themselves [classroom teachers and senior staff]
- children will be encouraged to tell their story and all staff will listen
- all staff will make every effort to supervise children carefully, and any instances of bullying that are witnessed by adults will be reported to the class teacher, who will then investigate and refer the outcome to a senior member of staff
- all staff will be consistent in the way they deal with alleged / reported bullying and, if proven, incidents of bullying will invoke appropriate sanctions from the school's Behaviour Policy
- the school will develop strategies for preventing bullying e.g. building self esteem and social skills, circle time, nurture group, leadership roles.
- the Executive Principal will ensure that Local Governing Body Members are informed of any bullying incidents every term at a full Local Governing Body Meeting as part of the Principal's Report. This policy is to be reviewed annually.

3. To deal with bullying swiftly when it occurs

- All reports of bullying will be referred to a member of the Senior Leadership Team, who will keep a written record of and inform, [by e-mail or by phone or by letter or by meeting] the parents of those who are being bullied and those who are involved in bullying behaviour
- Repeated incidents will be reported to the Head of School who will ensure the parents of everyone involved are informed
- Parents will inform the class teacher of any incidents of bullying immediately using the concern form so that they can deal with the issue promptly and appropriately
- Bullying/inappropriate behaviour may result in pupils being requested to undertake a 'Restorative Processes Session'. This involves a formal, structured meeting between the pupils being bullied/badly treated, with a mentor/counsellor and separately, a meeting between those doing the bullying/behaving badly, with a mentor/counsellor in order to fully explore the situation in a safe environment. A further meeting between "both parties" may be appropriate in some cases. The Restorative Processes approach seeks to

find a resolution and a means of enabling the pupils to continue to work together within the school environment.

The Role of All Staff

If an incident of bullying is reported, a member of staff will:

- Talk to the child
- Question what has happened and why it happened
- Ask if others were involved and investigate
- Report the incident to parents/carers
- Ensure that the victim knows if this occurs again, who to talk to and how to go about this
- Ensure the victim knows he/she is not to blame
- Be alerted to possible problems and issues in the classroom or playground
- Monitor the child/children involved in the bullying through the vigilance of the class teacher, any classroom assistant and a named playground supervisor
- Make regular checks on the child who is being bullied to ensure [s]he is safe and secure
- Check with the parents that problems have stopped
- Hold termly assemblies to address issues of bullying
- Praise exemplary and improved behaviour by presenting awards in those assemblies
- Complete the appropriate bullying report log
- Complete the appropriate section(s) of the concern forms created, including on Safeguard.

The Role of the Governing Body

The Governing Body will ensure that

- Members receive termly bullying incident reports [date, place, witnesses, year group, pupils [anonymised], gender of pupils, nature of incidents, parents' informed, ongoing or closed] and that the Anti-Bullying policy is implemented fully and reviewed annually
- Work on anti-bullying takes place in the classroom as part of the R.E and personal development curriculum.
- Annual staff training is provided, normally as part of the September staff INSET day.
- That new staff are required to read the current anti-bullying policy; that there are two lead members of staff on the implementation of this policy

The Role of the Child

When you are talking to an adult about bullying, be clear about:

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

Remember bullying behaviour includes:

- Name calling and nasty teasing face-to-face, behind others' backs or through social media
- Threats and extortion
- Physical violence – including poking, jabbing, hair-pulling, tripping, pulling, dragging
- Damage to belongings
- Leaving pupils / others out of social activities deliberately and frequently
- Spreading malicious rumours

Information for Pupils

If you feel you are being bullied:

- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and tell them to stop
- Get away from the situation as quickly as possible
- **Tell an adult** what has happened straight away
- If you are on the playground go to the Friendship Stop where a playground supervisor will come and talk to you

The Role of parents/carers

Parents/ Carers have an important role in tackling bullying:

- By taking an active role in their child's education in a meaningful partnership with teaching staff
- By looking out for unusual behaviour in their child – for example not wanting to come to school, feeling ill regularly, or not completing work to their usual standard
- By being informed and involved if their child is a bully or victim
- By notifying the school if they think their child is being bullied through the school office or class emails.
- By notifying the school if they think their child is bullying another child/other children
- By allowing the school to manage bullying issues and not approaching other parents or the other child / children directly whether in the playground or outside of school. Parents who choose to behave in this inappropriate way may be required to not attend St Wulstan's site.
- By ensuring that parents/carers, all staff and local governing body are communicating the same message, and therefore helping children to build their self- esteem.

In order to prevent your child being bullied or if you believe [s]he may be bullied:

- Discourage your child from using bullying behaviour at home or elsewhere. Show your child how to resolve difficult situations without using violence or aggression
- Support this policy document through the strategies that are mentioned
- Watch out for signs that your child is being bullied or is bullying others. Parents are often the first to detect symptoms of bullying. Common symptoms of being bullied include headaches, stomach pains, anxiety and irritability
- Ask your child about friends at school; how he/she/they spend(s) break times and lunch times and whether your child is facing problems or difficulties at school
- If you are worried, contact the school immediately

If your child has been bullied:

- Talk to her or him about it calmly
- Make a note of what your child says, who they say is involved, how often the bullying is occurring, where it happens and what is happening
- Reassure your child that telling you about bullying was the right thing to do.
- Explain to them that they must tell a teacher or adult in the school immediately
- Speak to the school so you can discuss your concerns and the problems your child is experiencing
- Try and stay calm – the person you are talking to may have no idea that your child is being bullied or could have heard conflicting accounts of an incident
- Be as specific as possible about what your child has said has happened; give dates, times, places and names of other children involved
- Listen to what action the school will take
- Ask if there is anything you can do to help your child or the school
- Stay in touch with school and let them know if things improve at home or whether the problem is continuing

In order to support your child to cope with any incidents of bullying:

- Tell her / him to look the other person in the eye. Practise doing this with her / him
- Provide your child with games to play or activities to undertake in as an alternative to having to engage with pupils who have bullied them in the playground
- Ask his or her best friend, if that is possible, to look out for your child
- Suggest that (s)he moves away and tries to form a new group of friends

If your child is bullying other children:

Any child may be involved in bullying other pupils at some time or another. Often parents are not aware. Children sometimes bully others because:

- They do not know what they are doing is wrong
- They are copying older brothers or sisters or other people in the family that they admire
- They have not learnt other or better ways of mixing with their school friends^[2] Their friends encourage them to bully
- They are going through a difficult time and are acting out aggressive feelings

To stop your child bullying others:

- Talk to your child, explaining that bullying is unacceptable and makes others 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 to join in with others without bullying
- Make an appointment with school to explain the problems your child is experiencing and discuss how you and school can 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 cooperative or kind to others