



## *St. Wulstan's Catholic Primary School*

### **Anti-bullying Policy**

#### **Mission Statement**

*As a Catholic school, St Wulstan's seeks to enable each child to walk in faith with Christ, loving Him and each other. With the help of our families, our parish and our local community, we will do our best to use the gifts that God has given us to make our world a richer place.*

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

#### **PRINCIPLES**

1. To ensure that staff within the school challenge bullying effectively thus improving the safety and happiness of children.
2. To ensure and show that the school cares and makes clear to those children who instigate bullying that their behaviour is unacceptable.
3. To ensure that all policies comply with the Human Rights Act 1998.
4. To ensure the day-to-day life of the school devotes time to suitable strategies for children to use when dealing with this problem.
5. To praise exemplary behaviour and improved behaviour.

#### **WHAT IS BULLYING?**

The Anti-Bullying Alliance can be found at: [www.ncb.org.uk](http://www.ncb.org.uk) which provides a definition of bullying, as follows:

*"Bullying is a subjective experience and can take many forms, making it extremely difficult to define. Children, young people and adults can instigate bullying. The nature of bullying is changing and evolving as technology develops.*

*Bullying is harmful to all involved, not just the bullied, and can lead to self doubt, lack of confidence, low self esteem, depression, anxiety, self-harm and sometimes even suicide."*

*"Pupils have the right to be taught in a safe caring atmosphere. Teachers and parents must ensure that this happens". "Elton Report Recommendation 28" 1989.*

- Bullying is a repeated action, not usually a one off occurrence
- It is not bullying when two children of approximately the same age and strength have the occasional fight or quarrel
- Bullying may include race/culture, class, and religion or disability issues
- Children consider a wide range of behaviour to be bullying, ranging from teasing to serious physical harm

**PHYSICAL:** being hit, kicked, pinched, spat at or threatened, deliberately destroying another child's property or taking someone's property deliberately, forcing someone to do something they do not want to do.

**VERBAL:** being called names, 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.

**DRIVEN BY A PREJUDICE:** using racist taunts, gestures or graffiti, victimising those who have special needs or disabilities.

**CYBERBULLYING:** using a mobile phone or the internet, chat rooms, social networking sites, instant messaging or e-mail.

## **AIMS**

1. To ensure that pupils know what is meant by bullying
2. To prevent bullying happening in school
3. To deal with bullying swiftly when it occurs

### **a). *To ensure that pupils know what is meant by bullying -***

- Children will decide on positive rules for behaviour for their year group 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 throughout the year

- children will be given opportunities to express their views on bullying in the school in their own classroom and by informing the school council

**b). *To prevent bullying happening in school -***

- all staff will take bullying seriously and investigate it thoroughly
- children will be encouraged to tell and teachers will listen
- all staff and parent helpers 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 refer this to a member of the Senior Leadership Team
- teachers will be consistent in the way they deal with bullying, with reference to the School's Behaviour Policy
- the School will develop systems for preventing bullying e.g. building self esteem and social skills, circle time, counselling
- the Principal will ensure that the Academy Committee are informed of any bullying issues, ensuring the policy is regularly reviewed

**c). *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 any incidents
- major, or repeated bullying will be reported to the Principal, and parents of the bully and the victim will be informed immediately
- parents will inform the class teacher or the Principal of any incidents of bullying immediately so that they can deal with them appropriately

**THE ROLE OF THE ACADEMY COMMITTEE**

The Academy Committee will ensure that:

- the issue of bullying is discussed in Academy Committee meetings, and Academy Representatives ensure that the anti-bullying policy is implemented in school
- incidents of bullying are recorded, with witnesses and evidence alongside
- work on bullying takes place in the classroom

- St Wulstan's School is a safe, happy place where children can learn and play, therefore ensuring that the “Be Safe” element of “Every Child Matters” is fully addressed

## **THE ROLE OF PARENTS/CARERS**

Parents/Carers have an important role in tackling bullying:

- by becoming more active in a meaningful partnership with teaching staff
- by being informed and involved if their child is a bully or victim
- by telling the school if their child is being bullied
- by telling the school if they think their child is a bully
- by suggesting strategies for tackling bullying
- by helping schools provide a safe environment for their children
- by approaching the school rather than parents or children on bullying issues
- by ensuring that parents/carers and teachers are communicating the same message, and therefore helping children to build their self-esteem.

## **THE ROLE OF STAFF**

If an incident of bullying is reported, 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
- will ensure the victim knows he/she is not to blame
- are alerted to possible problems and issues in the classroom or playground
- monitor the child/children involved in the bullying
- make regular checks with the child who is being bullied that they are happy
- double check with parents that problems have stopped
- have regular assemblies to address issues of bullying
- praise exemplary behaviour and improved behaviour

## **CURRICULUM**

To address this serious issue the school uses the “SEAL” materials relating to the Social and Emotional Aspects of Learning using one theme entitled,

“Say no to bullying”.

This is part of a whole programme shortened to the title “SEAL”.

The theme explores the social and emotional aspects related to bullying – what it is; how it feels; why people bully; how we can prevent and respond to it; and how children can use their social, emotional and behavioural skills to tackle this crucial problem.

The four aspects of learning in which knowledge, skills and understanding are developed are:

- Self awareness
- Empathy
- Managing feelings
- Social skills

### **1. Information for Pupils**

#### ***If 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

#### ***After you have been bullied:***

- Tell a teacher or another adult in your school
- Tell your family
- If you are scared to tell an adult by yourself, ask a friend to come with you
- Keep speaking up until someone listens and does something to stop the bullying
- Talk to a friend
- Don't blame yourself for what has happened

#### ***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

## **2. Information for parents/carers**

### ***Bullying behaviour includes:***

- Name calling and nasty teasing
- Threats and extortion
- Physical violence
- Damage to belongings
- Leaving pupils out of social activities deliberately and frequently
- Spreading malicious rumours

### ***You can help by:***

- Discouraging your child from using bullying behaviour at home or elsewhere. Show your child how to resolve difficult situations without using violence or aggression
- Supporting this policy document and 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 include headaches, stomach pains, anxiety and irritability
- Ask your child about friends at school; how break times and lunch times are spent 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:***

- Calmly talk to them about it
- Make a note of what your child says, who they say is involved, how often the bullying is occurring, where it happens, and what has happened
- 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

### ***If your child is bullying other children:***

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

- They don't know it's wrong
- They are copying older brothers or sisters or other people in the family that they admire
- They haven't learnt other, better ways of mixing with their school friends.
- 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

This policy will be made available to parents on the school's website. Hard copies may be requested from the School Office.

Signed.....(Academy Representative)

Signed ..... (Principal)

Date.....