



SACRED HEART CATHOLIC VOLUNTARY ACADEMY

ANTI-BULLYING POLICY

Signed _____ (Principal) Date _____

Signed _____ (Chair of Governors) Date _____

Date of next review: September 2020



Sacred Heart Primary Anti-bullying Policy

The policy has been revised to take into account new guidance from the Coalition Government who has made preventing and tackling bullying one of its top priorities because pupils will learn best in a safe and calm environment that is free from disruption and in which education is the primary focus.

It also takes into account the new Ofsted framework (2012) which will use 'behaviour and safety' as one of its key criteria for inspections. In the writing of this policy we have read and digested:

National

Ensuring Good Behaviour in Schools- A summary for Heads, Governing Bodies, (June 2011)
Behaviour and Discipline in School- Guide for Head Teachers and School Staff (July 2011)
Preventing and tackling Bullying – Advice for School Leaders, Staff and Governing Bodies (June 2011)

Local

Anti-bullying Policy Development: Guidance for schools (June 2008)
Nottinghamshire County Council: Anti-bullying Policy (revised 2011)
Nottinghamshire County Council: Anti-bullying Policy Young people's Version (2009)

Our Anti-bullying Coordinator in our school: Mrs Emma Garibaldi

The role of the coordinator

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

Our Anti-bullying Governors are: Fr J Wheat and Mrs Helen James

Principles and Values

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.



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.

All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that school is a safe place for children and adults to be, whether the school community is directly or indirectly affected by bullying or not.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. In other words, **'lots of times, on purpose'**.

Bullying can also be remembered by the acronym - STOP – Several Times On Purpose

Preventing and tackling Bullying – Advice for School Leaders, Staff and Governing Bodies (June 2011)

Bullying can be short term or continuous over long periods 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
- Racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Direct or indirect Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying 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

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.



Bullying may be related to:

- Race
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism, or sexual bullying

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place during the school day, in the classroom, in the corridor or toilets, on the playground, out of school whilst on residential visits, day visits, in group activities and between families in the local community.

Bullies and Victims

Bullying takes place where there is an imbalance of power of bully over victim.

This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc

Research shows that children, whose parents are over-protective, may fall into the category of bully or victim in almost equal numbers. This makes these children more vulnerable to being bullied or becoming bullies, but this group is not exclusive.

Misconceptions

Many children confuse general falling out with Bullying. Bullying is, in the most part, repetitive actions against an individual. We must not confuse a name being called after a fall out with the act of bullying. If an incident of bullying is reported to staff that staff member will determine if the incident is bullying or falling out.

Why is it Important to Respond to Bullying?

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

Signs and Symptoms

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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / 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 and jumpy when a cyber message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

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

Prevention

'we aim to develop a caring Catholic community.... At Sacred Heart School, everybody matters, therefore we encourage all to show respect to each other and the environment.'

At Sacred Heart we use a variety of methods for helping children to prevent bullying through class assemblies, Circle Time, PSHE and Citizenship lessons, Anti-Bullying councillors, Friendship Stop, E-Safety Day, Have your say Box, Children are also consulted through in- school pupil questionnaires. The results of these questionnaires are promptly responded to by staff.

The ethos and working philosophy of Sacred Heart means that all staff actively encourage children to have respect for each other and for other people's property.

Good and kind/polite behaviour is regularly acknowledged and rewarded.



Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying.

Staff will reinforce expectations of behaviour as a regular discussion.

Take part in Anti-Bullying week.

Staff to follow the equality policy; welcoming every child to our school. Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.

Staff must be vigilant regarding groups of friends together. Groups/gangs bring about the imbalance of power and must be broken up from around the central bully.

Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings.

In the 2010 Lifestyle Survey, 10% of children said that they had encountered some form of bullying.

Staff must remain vigilant about bullying and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; they may be too young or have Special Educational Needs.

Staff should be able to identify children who may be vulnerable and who could fall victim to bullying as well as those who may demonstrate bullying behaviour.

Provocative Victim – research shows that some children are provocative victims – this means that they actively seek responses from others, often using their own behaviours to insight a reaction from others to either bring attention to themselves or to get others into trouble.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- writing a set of school or class rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays about what to do through scenarios of bullying
- having discussions about bullying and why it matters that bullies are dealt with quickly
- Peers buddies – highly visible children in the playground who can mediate or play with children.



If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Go to the Friendship stop
- Write your concern and post it in the 'have your say' box
- Talk to a school councillor
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your Circle Time
- Ring Childline and follow the advice given

Procedure in the event of a bullying issue

1. All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.
2. Parents of the victim may also be questioned about the incident or about their general concerns.
3. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place. E.g. a parent being informed about their child's behaviour.
4. In some cases, outside agencies may be requested to support the school or family in dealing with bullying e.g. police, counsellor etc.
5. In serious cases, suspension or even exclusion will be considered.
6. If possible, the pupils will be reconciled.
7. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Recording of Bullying Incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident. A green file marked Bullying and racist incidents In the case of racist bullying, this must be reported to the Principal. Confirmed cases of bullying must be recorded as with any case of Child protection.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that bullying may be prevented from happening in the future.

Incidents of bullying will be discussed with the Governing Body (Safeguarding Governors)

Sanctions for a bully

Advice to Parents

As the parent of a child whom you suspect is being bullied:

1. Report bullying incidents to the class teacher



2. In cases of serious bullying, the incidents will be recorded by staff and the Principal notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour.

Links with other policies and why

Policy	Why
Behaviour Policy	Rewards and sanctions
Safeguarding Policy	Child protection
Acceptable use policy	Cyberbullying and e-safety
Equalities policy	Hate crime(homophobia, race and disability
Confidentiality Policy	Reporting and recording
PSHE/Citizenship	Strategies to prevent bullying

Reference documents and related policy documents

National

Ensuring Good Behaviour in Schools- A summary for Heads, Governing Bodies,

Behaviour and Discipline in School- Guide for Head Teachers and School Staff July 2011

Preventing and tackling Bullying – Advice for School Leader, Staff and Governing Bodies

Local

Nottinghamshire County Council Anti-bullying Policy (Revised 2011)

Anti-bullying Policy Development: Guidance for schools (2009)

Useful organisations

Anti-bullying Alliance (ABA) - www.anti-bullying.org



Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

[Mencap](http://www.mencap.org) – www.mencap.org

Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

[Stonewall](http://www.stonewall.org.uk) – www.stonewall.org.uk

[The lesbian, gay and bisexual charity](http://www.stonewall.org.uk)

[Educational Action Challenging Homophobia \(EACH\)](http://www.eachaction.org.uk) – www.eachaction.org.uk

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.

[School's Out](http://www.schools-out.org.uk) – www.schools-out.org.uk

[Beatbullying](http://www.beatbullying.org.uk) – www.beatbullying.org.uk

Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.

[Childnet International](http://www.childnet-int.org) – www.childnet-int.org

Childnet International - The UK's safer internet centre

BEAT BULLY GROUP. – Suggestions advice.



Children's Anti-bullying Policy

This was written and then reviewed in a School Council meeting.

What is Bullying?

STOP

Bullying is when someone is constantly upsetting you. It happens a lot in a week or month. It could be name calling, spreading rumours, breaking or taking your things or even ignoring you on purpose.

We all can't be friends all the time and everybody falls out with their friends but bullying is different.

Everybody should be happy at school and no one should make you feel sad regularly.

Dealing with bullying incidents

All adults in Sacred Heart:

- We will not ignore bullying
- We will not assume
- We will listen to all sides fairly
- We will make every effort to adopt a problem-solving approach which encourages you to find solutions rather than simply justify themselves
- We will follow up to check bullying has not resumed
- We will keep records to keep an eye on incidents in our school
- We will make sure you can attend a 'BEAT BULLY GROUP' where children will help you

Advice to bullied pupils

You should never suffer in silence. We will teach you this through general day-to-day teaching and specifically PSHE and SEAL ethos.

During a bullying incident, we advise you to:

- Try to stay calm and look as confident as you can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as you can
- Tell an adult what has happened straight away After

you have been bullied, you should:

- Tell a teacher or other adult at school
- Tell your class councillor



- Tell your family
- Take a friend with you if they are scared to tell an adult by themselves
- You can write it on a bit of paper and put it in the 'Have your say' box
- Not blame yourself for what has happened

When you talk to an adult about the bullying, you should be clear about:

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

are a bully expect

- Removal from the group
- Withdrawal of break or lunchtime privileges
- To attend a 'BEAT BULLY GROUP' with children to see why you are bullying
- Detention
- Banning the pupil from a school trip or sports event if these are not an essential part of the curriculum
- Parental Involvement
- Internal exclusion
- Fixed period exclusion
- Bullies will have this recorded on your records

Remember you can use our friendship stop in the playground and remember the adults are in school to help you.