



Christ the King Catholic Primary School



Policy

Issue

06

Anti-Bullying

Date

13/12/18

Introduction

Jesus teaches us to love one another as he loves us. At Christ the King Catholic Primary School, Christ is at the centre of all that we do. We value diversity and difference. The context of this anti-bullying policy is about respect for others and self and is underpinned by our equal opportunities and behaviour policy. Any bullying, aggression or any other types of anti-social behaviour are contrary to our Catholic ethos.

What We Mean by Bullying

Bullying is an act by a person or group, which hurts, threatens or frightens another person.

Bullying is always about power, it can take a variety of forms and it thrives on secrecy.

It is often observed by silent witnesses ("passive bullies" who as part of a gang do things that they would never consider doing as an individual).

Bullying is usually deliberate.

Bullying can happen ANYWHERE to ANYONE

Aim

Our aim is to treat each member of the school community as a valued individual, safe and secure, while developing self-discipline and respect, so enabling them to realise their full potential.

Objectives

Our policy objectives are:

- to recognise that we all share responsibility for developing a caring and supportive ethos in a safe environment.
- to have in place strategies for dealing with bullying behaviour.
- to support all parties involved in any incident.
- to ensure that everyone has a clear understanding of the consequences of their actions.
- to encourage ongoing awareness of issues around bullying behaviour.
- to encourage the awareness of the effects of one's behaviour on another.
- to develop a sense of justice in all members of the community.
- to ensure set procedures are followed with regard to the Anti-Bullying Policy.
- to encourage high levels of self esteem in all children.

The Curriculum

Learning opportunities will be sought through the curriculum and other aspects of school life to explore the following:

- What is bullying?
- What causes people to bully each other?
- How does it feel to bully or be bullied?
- What are the effects on bullied pupils, on pupils who bully others, on bystanders?
- What are the procedures to follow if someone thinks or reports that bullying is taking place?
- What can we do to stop bullying?
- What moral dilemmas do we face when we are confronted by bullying behaviour?

Religious Education and Circle Time can provide opportunities to explore issues in depth; while other subjects such as English, drama, history and current affairs will also provide opportunities. Assemblies will be used to explore themes such as friendship, conflict, trust etc. Incidents on the playground will be used to explore with the children how to resolve difficult situations without using violence, aggression or offensive language.

Identifying the Problem

Children who are being bullied will not always be prepared to tell staff. They may disclose it to another child.

All of the children will be made aware of the following procedure if they feel they are being bullied:

- Ask the person firmly to stop what they are doing.
- Get away from the situation as quickly as possible.
- Tell an adult what has happened immediately.
- If you are afraid to tell an adult on your own ask a friend to go with you.

Staff will be made aware of the following types of behaviour, which may be a sign of bullying:

- Unwillingness to come to school.
- Withdrawn, isolated.
- Complaining about missing possessions.
- Damaged or incomplete work.
- Inability to concentrate.

Investigations

All reported incidents will be investigated thoroughly.

Procedure

1. "Perpetrators" and "Victims" will be interviewed separately.
2. "Witness" information will be available, relevant and appropriate.
3. A written record will be kept of the incident, investigation and outcome. Any written records kept will be confidential.

Recording of incidents

The following will be recorded:

1. Who was involved?
2. When and where the alleged incident happened.
3. Accounts of what happened from witnesses.
4. What action was taken and by whom?

Dealing with Incidents

1. All incidents are to be reported to the Headteacher.
2. Whenever possible action should be taken as quickly as possible.
3. The victim should be reassured.
4. Members of staff will be informed and kept up to date with what is happening.
5. The Headteacher will inform parents of children involved, should the allegations be substantiated.
6. Whenever possible all incidents will be investigated to their appropriate conclusion. It should be noted however, that in some circumstances it will be difficult to substantiate the allegation; therefore the situation will be monitored.

Sanctions

The following sanctions will be used at the discretion of the Headteacher:

- Removal from a group or class.
- Withdrawal of break and lunchtime privileges.
- Withholding participation in any school trip or sports event that is not an essential part of the school curriculum.
- Fixed period exclusion.
- Permanent exclusion.

Support for Victims/Bully

Work with the 'victims' to restore their self confidence, providing appropriate support and counselling if necessary.

Work with 'perpetrators' to ensure that the offence is not repeated. Identify a key person, whom the 'perpetrator' identifies with, to help to eliminate fears and insecurities, and provide appropriate support and counselling if necessary.

Assure parents and pupils that the school will keep in touch with them and inform them of what action has been taken to protect the 'victim'.

Responsibilities

The Governing Body as the employer has the responsibility to ensure the provision of a safe work place.

The Head Teacher is required to ensure the enactment of that responsibility within the school.

The Head Teacher has a duty to do all that is reasonably practicable to ensure the health, safety and welfare of employees. Bullying can damage the mental health of an individual.

The Head Teacher has a legal duty to take measures to prevent all forms of bullying among pupils and staff.

School Community Responsibilities

The Head Teacher will be the 'lead' person and coordinate the process.

All staff should use their professional judgement to determine when to pass on their concerns about a bullying incident to a member of the management team.

All children are encouraged to "tell" of bullying incidents.

All parents, employees and users of our school should actively promote acceptable behaviour in school activities, within school and those taking place off site.

Playground supervision by both teaching staff and lunchtime supervisors will be carefully carried out and children's behaviour monitored effectively.

Policy Monitoring

Annual evaluation of this policy will be made by the staff and the Governing Body.

Staff must be vigilant and responsive to bullying behaviour.

Pupils should feel that the school is constantly trying to reduce and prevent bullying behaviour.

Pupils should feel that there is little or no bullying.

Pupils should feel that they could inform adults about bullying.

Useful Information

'Kidscape' (Charitable organisation purely against bullying) provides advice for parents and children: free literature, videos, books etc. Telephone number 020 7730 3300.

Review

This policy will be reviewed periodically according to the School's policy review cycle.

Review history

Issue 01	Policy approved by Governors	01/10/12
Issue 02	Reviewed - no changes	11/11/13
Issue 03	Reviewed - no changes	10/11/14
Issue 04	Reviewed	15/11/15
Issue 05	Reviewed	24/11/16
Issue 06	Reviewed	13/12/18